

Attachment 9

Sample Payroll Documents Showing Workers Paid On Compensation Plan Earning Less Than Wages Promised in ETA-750

**Source: TruGreen Document Production
August 2007**

	A	B	C	D	E	F	G	H	I	J	K	L	M
1	EVIDENCE OF TRUGREEN WAGE VIOLATIONS												
2									Pay				
3								Effective	Method	Worker			
4					ETA-750	Emplr		Hourly	p=plan	Initials	Week	Wage	
5	Bate nos	Year	ETA-750	TruGreen Branch	Wage	Disclosure		Wage	h=hourly		ending	Record	
6			LOCATION			Aff. Wages						Bate #	
7													
8	MARYLAND												
9	1045	2006	Gaithersburg	DC North	\$10.67	12.5		\$10.21	P	MRR	11.11.06	7980	
10								\$9.98	P	HV	4.29.06	7990	
11								\$10.17	P	HV	5.6.06	7992	
12								\$9.93	P	MRR	4.15.06	7994	
13				Woodlawn	\$10.67	10.67		\$9.61	P	JMGV	3.11.06	09081	
14								\$9.52	P	PLRR	3.11.06	09083	
15				Hagerstown	\$10.67	10.67							
16	4125	2005	Gaithersburg	DC North	\$10	12.5		\$11.49	P	MRR	11.05.05	7930	
17								\$9.12	P	HV	3.19.05	7950	
18								\$11.54	P	HV	3.12.05	7953	
19								\$10.64	P	JRV	4.16.05	7961	
20								\$10.93	P	JRV	11.05.05	7964	
21				Woodlawn	\$10.00	11		\$9.79	P	JBW	11.12.05	9051	
22	808	2004	Gaithersburg	DC North	\$10	12.5		\$9.09	P	MRR	4.10.04	7920	
23								\$8.24	P	JRV	4.10.04	7921	
24								\$9.61	P	JRV	4.03.04	7922	
25								\$11.12	P	MRR	4.03.04	7923	
26	n/a	2003	Gaithersburg	DC North	?	9		\$7.86	P	MRR	5.03.03	7888	
27													
28	NEW JERSEY (NORTH)												
29	3778	2006	Randolph	Morris	\$10.06	11.63		\$9.29	P	CH	4.15.06	08786	
30								\$11.40	P	OGV	3.18.06	08798	
31	1059	2006	Farmingdale	Monmouth	\$12.95	12.95		\$10.26	P	NPA	3.18.06	08637	
32								\$12.50	P	NPA	11.11.06	08647	
33								\$10.65	P	FCB	3.18.06	08651	
34								\$11.75	P	FCB	11.11.06	08657	
35								\$10.97	P	FCB	11.18.06	08659	
36								\$10.37	P	RFL	3.18.06	08667	
37								\$11.72	P	RFL	4.15.06	08671	
38								\$10.37	P	RFL	3.18.06	08677	
39	4622	2006	S. Plainfield	Middlesex	\$7.94	\$7.94							
40	4642	2006	Upper SR	Bergen	\$11.43	12.5		\$10.30	P	SJ	3.25.06	7817	
41	4624	2005	Randolph	Morris	\$12.38	11.63		\$8.45	P	AAS	8.20.05	08743	
42								\$10.14	P	AAS	8.27.05	08744	
43								\$8.41	P	JAGA	5.14.05	08748	
44								\$7.62	P	JMG	5.16.05	08751	
45								\$7.67	P	CH	11.12.05	08764	
46								\$7.46	P	CH	11.19.05	08765	
47								\$9.95	P	JAM	7.9.05	08770	
48				USR-Bergen	\$12.38	?		\$9.84	P	AC, SR	9.24.05	7792	
49								\$9.47	P	JRJ	5.21.05	7795	
50								\$9.66	P	JRJ	9.24.05	7796	
51								\$9.54	P	SJ	9.24.05	7804	
52								\$9.02	P	LZR	5.21.05	7806	
53	4355	2004	Randolph	Morris	\$10	10		\$7.80	P	CR	11.11.04	08729	
54				Monmouth	\$10.00	10		\$8.53	P	AAS	11.13.04	08579	
55								\$8.19	P	AAS	11.20.04	08583	
56								\$9.26	P	AAS	3.27.04	08591	
57								\$6.85	P	AAS	4.3.04	08593	
58								\$8.43	P	OGV	11.19.04	08607	
59								\$8.04	P	OGV	11.20.04	08611	
60								\$8.91	P	JGV	3.27.04	08616	
61								\$8.49	P	JGV	4.3.04	08621	
62								\$8.85	P	JGV	11.20.04	08629	
63				SP Middlesex	\$10.00	10							
64				USR-Bergen	\$10.00	10		\$9.61	P	AC, SR	11.06.04	7773	
65								\$8.94	P	JJ	5.15.04	7775	
66								\$9.36	P	JRJ	11.06.04	7777	
67								\$9.82	P	SMJ	11.06.04	7782	
68	n/a	2003	Randolph	Morris	?	?		\$8.44	P	DS	4.19.03	08697	
69								\$8.52	P	CDMS	8.30.03	08700	
70								\$6.53	P	CHH	4.19.03	08709	
71								\$8.46	P	CHH	4.26.03	08710	
72				F-Monmouth	?	11.25		\$9.39	P	AAS	11.15.03	08563	
73								\$9.12	P	AAS	11.08.03	08567	
74								\$8.66	P	AAS	4.19.03	08575	
75				SP - Middlesex	?	10							
76				USR-Bergen	?	9		\$8.07	P	AC	4.19.03	7750	
77								\$7.61	P	SMJ	4.19.03	7756	
78								\$8.64	P	LZR	4.19.03	7763	
79													
80													
81													
82													

	A	B	C	D	E	F	G	H	I	J	K	L	M
83	NEW JERSEY (SOUTH)												
84	4632	2006	Thorofare	South Jersey	\$11.36	11 36		\$9 57 P		HMR	11.08.06	08879	
85								\$10 19 P		HMR	3 11 06	08881	
86								\$7 78 P		JMV	3 11 06	08894	
87								\$9 90 P		JBVV	3 11 06	09022	
88								\$9 60 P		TGR	3 11 06	09025	
89								\$10 11 P		TR	11.11.06	09028	
90	4630	2005	Thorofare	South Jersey	\$11 05	10		\$9 41 P		JGB	6 25 05	08835	
91								\$9 39 P		ATM	6 25 05	08840	
92								\$8 42 P		HLR	6 25 05	08845	
93								\$9 43 P		HLR	11.12.05	08848	
94								\$7 76 P		HMR	6 25 05	08851	
95								\$9 02 P		IRR	6 25 05	08857	
96								\$9 01 P		CMV	9 24 05	08870	
97								\$8 37 P		JMV	9 24 05	08871	
98								\$8 84 P		JMV	6 25 05	08872	
99	4589	2004	Thorofare	South Jersey	\$10	10		\$7 27 P		MAD	7.31.04	09287	
100								\$9 09 P		ATM	9.04.04	09290	
101								\$7 27 P		HLR	7.31.04	09293	
102								\$9 00 P		RH	3.6.04	09296	
103								\$6 33 P		HMR	3.13.04	09298	
104								\$9 50 P		HMR	7.10.04	08804	
105								\$9 50 P		IRR	3.6.04	08806	
106								\$8 33 P		IRR	3.13.04	08810	
107								\$8 51 P		IRR	7.3.04	08812	
108								\$9 50 P		RMS	3.6.04	08816	
109								\$7 75 P		RMS	3.13.04	08818	
110								\$9 40 P		CMV	3.13.04	08826	
111								\$9 44 P		JMV	3.13.04	08831	
112								\$7 59 P		TR	4.3.04	08990	
113								\$9 12 P		PR	4.3.04	08992	
114								\$7 69 P		RV	4.3.04	08998	
115								\$8 00 P		RH	4.3.04	09001	
116	n/a	2003	Thorofare	South Jersey	?	10		\$9 21 P		MAV	8 30 03	09286	
117								\$6 79 P		RGH	5 24 03	08965	
118								\$7 34 P		RH	5 24 03	08967	
119								\$7 25 P		JLR	5 24 03	08968	
120								\$7 26 P		PR	5 24 03	08970	
121								\$6 81 P		JBVV	5.24.03	08971	
122								\$8 62 P		JVV	5.24.03	08973	
123								\$7 17 P		GGH	5 24 03	08974	
124								\$7 17 P		JH	5.24.03	08976	
125	NEW YORK												
126	3639	2006	Yaphank	Yaphank	\$15.11	15 11		\$10 25 P		CA	4 24 06	09142	
127								\$9 79 P		JJ	4 24 06	09146	
128								\$9 79 P		CS	4.24.06	09150	
129								\$13 27 P		JJ	5 1 06	09158	
130								\$12 91 P		CS	5 1 06	09161	
131								\$12 76 P		EG	11 24 06	09178	
132	PENNSYLVANIA												
133	4634	2006	Warminster										
134				Allentown	\$11.36	\$11 50		\$8 68 P		JEO	10.7.06	7719	
135								\$7 27 P		FJM	4.29.06	7728	
136								\$8 01 P		RMR	5.6.06	7730	
137								\$9 54 P		RCR	10.28.06	7732	
138				Malvern	\$11.36	\$11 36		\$9 16 P		RCR	3 25 06	08369	
139								\$7 63 P		ARC	4 15 06	08399	
140								\$7 76 P		JML	4 15 06	08401	
141								\$7 78 P		EVC	4 22 06	08403	
142								\$9 87 P		RRP		08432	
143								\$10 49 P		EVC	11 11.06	08462	
144								\$10 22 P		LEON	11.4.06	08458	
145								\$7 73 P		RAO	4 22 06	08406	
146	1079	2005	Warminster										
147				Allentown	\$11 05	\$10 00		\$8 85 P		RMR	10.22.05	7658	
148								\$9 42 P		RMR	3.26.05	7662	
149								\$8 54 P		RMR	4.2.05	7664	
150								\$7 66 P		ARC	3.26.05	7671	
151								\$7 85 P		ARC	4.2.05	7673	
152								\$9 18 P		NCG	4.16.05	7681	
153								\$8 50 P		FS	10.22.05	7684	
154								\$8 40 P		ANG	3 26 05	7694	
155				Malvern	\$11 05			\$10 10 P		FL	3 19 05	08294	
156								\$10 30 P		ML	3 19 05	08296	
157								\$9 70 P		GL	3 19 05	08300	
158								\$7 96 P		JEC	3 19 05	08303	
159								\$9 01 P		FAG	3 19 05	08304	
160								\$8 84 P		FAD	3 26 05	08308	
161								\$8 82 P		FL	3 26 05	08320	
162								\$8 06 P		JEC	3.26.05	08323	
163								\$6 89 P		RAO	10.22.05	08348	
164													

	A	B	C	D	E	F	G	H	I	J	K	L	M
165													
166	1081	2004	Warminster										
167				Allentown	\$9.50	9.68		\$7.88	p	RR	4.10.04	7635	
168								\$7.56	p	FS	10.16.04	7632	
169								\$8.65	P	RC	5.8.04	7623	
170								\$9.10	P	FRANCISCO	4.3.04	7627	
171								\$6.86	P	FRANCISCO	4.10.04	7629	
172								\$7.91	P	FRANCISCO	10.9.04	7630	
173								\$7.56	P	FS	10.16.04	7632	
174								\$7.88	P	RR	4.10.04	7635	
175								\$8.75	P	NCG	10.16.04	7648	
176								\$7.99	P	ARC	10.16.04	7653	
177	n/a	2003	Warminster										
178				Allentown	?	9.68		\$9.48	P	RMR	5.3.03	7591	
179								\$8.74	P	ARC	4.26.03	7599	
180								\$8.41	P	ARC	5.3.03	7602	
181								\$8.16	P	NCG	4.19.03	7610	

TruGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPEC NON DOT
 FINAL
 REV 11/13/06 PAY130
 PAGE 2 OF 4

NAME MARIO R. KANGEL
 WK END 11/11/06 PERIOD # 45
 BRANCH Washington D.C. Nort
 BRANCH # 2729

WEEKLY BASE	500.00		
TOTAL EARNINGS	500.00		

500.00 divided by 48.95 = 10.214504 * 1.5 = 15.321756

	48.95	10.214504	15.321756
	(B)		
	divided by	(B) + (C) + (D)	HOURLY RATE (E)

STRAIGHT TIME HOURS
 OVERTIME HOURS
 VAC/SIC HOURS (C)
 HOLIDAY HOURS (D)
 OTHER PAY TYPE HRS (O)
 CUSTOMER RETENTION BONUS
 GROSS PAY

40.00	10.214504 (E)	408.58
8.95	15.321756 (F)	137.13
	12.500000 (E)	
	12.500000 (E)	
	12.500000 (E)	
	12.500000 (E)	
		545.71

LAWN SPEC NON DOT
 DATE 11/13/06
 MANAGER
 DATE 11/13/06

A9-5

CONFIDENTIAL
 TRU 7980

TruGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPEC NON DOT
 FINAL REV 5/01/06 PAY130
 PAGE 1 OF 1

NAME HERIBERTO VARGAS
 WK END 4/29/06 PERIOD # 17
 BRANCH ~~Washington D.C. North~~ BRANCH # 2729

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	24	8.34					
TUE	25	10.00					
WED	26	8.09					
THU	27	8.50					
FRI	28	9.50					
SAT	29	5.67					
TOTAL		50.10					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancel	Qual Amount	Partial Expanded	Other Goal	Comm Basic	Comm Rate	Gross Pay
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WEEKLY BASE 500.00 divided by 50.10 = 9.980039
 TOTAL EARNINGS 500.00

500.00 divided by 50.10 = 9.980039 * 1.5 = 14.970058
 (B) OVERTIME RATE (F)

STRAIGHT TIME HOURS 40.00 @ 9.980039 (E) = 399.20
 OVERTIME HOURS 10.10 @ 14.970058 (F) = 151.20
 VAC/SIC HOURS (C) =
 HOLIDAY HOURS (D) =
 OTHER PAY TYPE HRS (O) =
 CUSTOMER RETENTION BONUS =
 GROSS PAY 550.40

LAWN SPEC NON DOT
 MANAGER  DATE 5/01/06
 DATE 5/01/06

A9-6

CONFIDENTIAL
 TRU 7990

A9-7

CONFIDENTIAL
TRU 7992

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL

REV 5/08/06
PAGE 1 OF 1

NAME HERIBERTO VARGAS
WK END 5/06/06 PERIOD # 18
BRANCH ~~Washington D.C. North~~ Washington D.C. North
BRANCH # 2729

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER	PAY
MON	1	9.62							
TUE	2	10.70							
WED	3	9.92							
THU	4	9.44							
FRI	5	9.47							
SAT	6								
TOTAL			49.15						(C)

SPECIAL PAY CALCULATIONS

Full	Qual	Other	Comm	Comm	Gross
Goal	Amount	Goal	Rate	Rate	Pay

NEW PRODUCTION COMM

4500-
Adjustment
500 3278.72
Revised
4000- 3278.72

WEEKLY BASE 500.00 divided by 49.15 = 10.172939
TOTAL EARNINGS 500.00 HOURLY RATE (E)

500.00 divided by 49.15 = 10.172939 * 1.5 = 15.259408
(B) OVERTIME RATE (F)

STRAIGHT TIME HOURS 40.00 @ 10.172939 (E) = 406.92
OVERTIME HOURS 9.15 @ 15.259408 (F) = 139.62
VAC/SIC HOURS (C) 12.500000 (B) =
HOLIDAY HOURS (D) 12.500000 (B) =
OTHER PAY TYPE HRS (O) 12.500000 (B) =
CUSTOMER RETENTION BONUS
GROSS PAY 546.54

LAWN SPEC NON DOT
MANAGER
DATE 5/08/06
DATE 5/08/06

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TruGreen*ChenLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL

REV 4/17/06 PAY130
PAGE 1 OF 1

NAME MARIO R. RANGEL
WK END 4/15/06 PERIOD # 15
BRANCH Washington D.C. Nort
BRANCH # 2729

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK	HOURS V/s	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	10	9	57				
TUE	11	8	74				
WED	12	8	14				
THU	13	9	35				
FRI	14	8	92				
SAT	15	5	62				
TOTAL			50.34				

SPECIAL PAY CALCULATIONS

Full	Qual	Other	Comm	Comm	Gross
Goal	Amount	Partial	Expanded	Goal	Rate
Cancel	Amount	Partial	Expanded	Goal	Rate

NEW PRODUCTION COMM
5000-
Adjustment
500- 4402.65
Revised
5500- 4402.65

WEEKLY BASE 500.00 divided by 50.34 = 9.932459
TOTAL EARNINGS 500.00 divided by 50.34 = 9.932459
500.00 divided by 50.34 = 9.932459 * 1.5 = 14.898688
STRAIGHT TIME HOURS 40.00 * 9.932459 (B) = 397.30
OVERTIME HOURS 10.34 * 14.898688 (F) = 154.05
VAC/SIC HOURS (C) 12.500000 (E) =
HOLIDAY HOURS (D) 12.500000 (E) =
OTHER PAY TYPE HRS (O) 12.500000 (E) =
CUSTOMER RETENTION BONUS
GROSS PAY 551.35

LAWN SPEC NON DOT
MANAGER
DATE 4/17/06
DATE 4/17/06

CONFIDENTIAL
TRU 7994

A9-8

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
REV 3/13/06 PAGE 1 OF 1
PAY130

NAME JORGE M. GUITIERREZ-VALADE
WK END 3/11/06 PERIOD # 10
BRANCH [REDACTED] BALD-Woodlawn
BRANCH # 4815

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER	PAY
MON	6	8.00							
TUE	7	8.00							
WED	8	8.00							
THU	9	8.00							
FRI	10	8.25							
SAT	11	5.50							
TOTAL	(A)		(B)	(C)		(D)		(O)	

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancel's Amount	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE 440.00 divided by 45.75 = 9.617486
TOTAL EARNINGS 440.00 divided by (B) + (C) + (D) = HOURLY RATE (E)
440.00 divided by 45.75 = 9.617486 * 1.5 = 14.426229
OVERTIME RATE (F)
STRAIGHT TIME HOURS 40.00 @ 9.617486 (E) = 384.70
OVERTIME HOURS 5.75 @ 14.426229 (F) = 82.95
VAC/SIC HOURS (C) 11.000000 (E) =
HOLIDAY HOURS (D) 11.000000 (E) =
OTHER PAY TYPE HRS (O) 11.000000 (E) =
GROSS PAY 467.65

LAWN SPECIALIST DOT [Signature] DATE 3/13/06
MANAGER [Signature] DATE 3/13/06

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TRU 09081

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
REV 3/13/06 PAGE 1 OF 1
PAY130

NAME PEDRO L. RAMIREZ-RODRIGUEZ
WK END 3/11/06 PERIOD # 10
BRANCH Balt-Woodlawn
BRANCH # 4815

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	6	2	8.00					
TUE	7	8	8.50					
WED	8	8	8.00					
THU	9	9	8.00					
FRI	10	10	8.00					
SAT	11	11	5.67					
TOTAL			46.17					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE 440.00
TOTAL EARNINGS 440.00
440.00 divided by 46.17 = 9.529997 * 1.5 = 14.294995
divided by (B)+(C)+(D) = 46.17 = HOURLY RATE (E)
OVERTIME RATE (F)
STRAIGHT TIME HOURS 40.00 @ 9.529997 (E) = 381.20
OVERTIME HOURS 6.17 @ 14.294995 (F) = 88.20
VAC/SIC HOURS (C) 11.000000 (E) =
HOLIDAY HOURS (D) 11.000000 (E) =
OTHER PAY TYPE HRS (O) 11.000000 (E) =
GROSS PAY 469.40

LAWN SPECIALIST DOT Pedro Luis R.
MANAGER DATE 3/13/06
DATE 3/13/06

CONFIDENTIAL
TRU 09083

TruGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPEC NON DOT REV 11/07/05 PAY130
 FINAL PAGE 2 OF 1

NAME MARIO R. RANGEL BRANCH Washington D.C. Nort
 WK END 11/05/05 PERIOD # 45 BRANCH # 2729

WEEKLY BASE 500.00
 TOTAL EARNINGS 500.00

500.00 divided by 43.50 = 11.494252 * 1.5 = 17.241378
 (B) (B) (B) + (C) + (D) HOURLY RATE (E) OVERTIME RATE (F)

STRAIGHT TIME HOURS 40.00 @ 11.494252 (E) = 459.77
 OVERTIME HOURS 3.50 @ 17.241378 (F) = 60.34
 VAC/SIC HOURS (C) =
 HOLIDAY HOURS (D) =
 OTHER PAY TYPE HRS (O) =
 GROSS PAY 520.11

LAWN SPEC NON DOT DATE 11/07/05
 MANAGER DATE 11/07/05

CONFIDENTIAL
 TRU 7930

A9-11

CONFIDENTIAL
TRU 7950

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL
NAME HERIBERTO VARGAS
WK END 3/19/05 PERIOD # 12
REV 3/21/05 PAY130
PAGE 1 OF 1
BRANCH Washington D.C. Mort
BRANCH # 2729

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	14	9.57						
TUE	15	8.89						
WED	16	7.92						
THU	17	8.94						
FRI	18	9.40						
SAT	19	5.85						
TOTAL			50.57	(B)	(C)	(D)		(O)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual	Cancelis Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
NEW PRODUCTION COMM								
4000 -								
Adjustment								
Revised								
4000 - 155.00								
4000 - 155.00								

WEEKLY BASE
TOTAL EARNINGS

461.60	divided by	50.57	=	9.127941
461.60		(B) + (C) + (D)		HOURLY RATE (E)

461.60 divided by $\frac{50.57}{(B)}$ = $\frac{9.127941}{(B)} \times 1.5$ = $\frac{13.691911}{(E)}$
OVERTIME RATE (F)

STRAIGHT TIME HOURS	40.00	9.127941 (E)	=	365.12
OVERTIME HOURS	10.57	13.691911 (F)	=	144.72
VAC/SIC HOURS (C)				
HOLIDAY HOURS (D)				
OTHER PAY TYPE HRS (O)				
GROSS PAY				509.84

LAWN SPEC NON DOT
MANAGER *Heriberto Vargas* DATE 3/21/05
DATE 3/21/05

CONFIDENTIAL
TRU 7953

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL
REV 3/14/05 PAY130
PAGE 1 OF 1
NAME HERIBERTO VARGAS
WEEK END 3/12/05 PERIOD # 11
BRANCH Washington D.C. Nort
BRANCH # 2729

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	HOURS V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	7	8.00						
TUE	8	8.00						
WED	9	8.00						
THU	10	8.00						
FRI	11	8.00						
SAT	12	8.00						
TOTAL	(A)		(B)	(C)	(D)			(E)

SPECIAL PAY CALCULATIONS

Full	Qual	Other	Comm	Comm	Gross
Goal	Amount	Partial	Expanded	Goal	Rate
Cancels	Amount	Partial	Expanded	Goal	Rate
Pay	Amount	Partial	Expanded	Goal	Rate

WEEKLY BASE
TOTAL EARNINGS
461.60
461.60
divided by 40.00 = 11.540000
HOURLY RATE (E)
461.60 divided by 40.00 = 11.540000 * 1.5 = 17.310000
OVERTIME RATE (F)
STRAIGHT TIME HOURS
OVERTIME HOURS (C) 40.00 @ 11.540000 (E) = 461.60
VAC/SIC HOURS (D) 17.310000 (F) = 301.62
HOLIDAY HOURS (E) 11.540000 (E) = 133.11
OTHER PAY TYPE HRS (O) 11.540000 (E) = 133.11
GROSS PAY 11.540000 (E) = 133.11
461.60

LAWN SPEC NON DOT Heriberto Vargas DATE 3/14/05
MANAGER _____ DATE 3/14/05

TruGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPEC NON DOT
 FINAL REV 4/18/05 PAY130
 PAGE 2 OF 1

NAME JAIME RODRIGUEZ VAZQUEZ
 WK END 4/16/05 PERIOD # 16
 BRANCH Washington D.C. Nort
 BRANCH # 2729

WEEKLY BASE
 TOTAL EARNINGS

500.00	divided by	46.98	=	10.642826
500.00		(B)+(C)+(D)		HOURLY
				RATE (E)

500.00 divided by 46.98 = 10.642826 * 1.5 = 15.964239
 (B) OVERTIME
 RATE (F)

STRAIGHT TIME HOURS	40.00	@	10.642826	(E)	=	425.71
OVERTIME HOURS	6.98	@	15.964239	(F)	=	111.43
VAC/SIC HOURS		@	12.500000	(E)	=	
HOLIDAY HOURS		@	12.500000	(E)	=	
OTHER PAY TYPE HRS		@	12.500000	(E)	=	
GROSS PAY					=	537.14

LAWN SPEC NON DOT
 MANAGER *[Signature]* DATE 4/18/05
 DATE 4/18/05

CONFIDENTIAL
 TRU 7961

CONFIDENTIAL
TRU 7964

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL

REV 11/07/05 PAY130
PAGE 2 OF 1

NAME JAIME RODRIGUEZ VAQUEZ
WEEKLY BASE 500.00
TOTAL EARNINGS 500.00

WK END 11/05/05 PERIOD # 45
BRANCH [REDACTED] Washington D.C. Nort
BRANCH # 2729

500.00 divided by 45.71 = 10.938525 * 1.5 = 16.407787

divided by (B) (H)+(C)+(D) RATE (E) OVERTIME RATE (F)

STRAIGHT TIME HOURS	40.00	@	10.938525 (E)	=	437.54
OVERTIME HOURS	5.71	@	16.407787 (F)	=	93.69
VAC/SIC HOURS (C)					
HOLIDAY HOURS (D)					
OTHER PAY TYPE HRS (O)					
GROSS PAY					531.23

LAWN SPEC NON DOT
MANAGER
DATE 11/07/05
DATE 11/07/05

TruGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
 FINAL REV 11/14/05 PAY130
 PAGE 1 OF 1

NAME JUAN B. VACA VALDES
 WK END 11/12/05 PERIOD # 46
 BRANCH Balt-Woodlawn
 BRANCH # 4815

DAY	REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	11.24	7	11.24					
TUE	8.27	8	8.27					
WED	8.24	9	8.24					
THU	8.30	10	8.30					
FRI	8.84	11	8.84					
SAT	5.55	12	5.55					
TOTAL			50.44					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
-----------	----------	-------------	------------------	------------	------------	-----------	-----------

NEW PRODUCTION COMM

5000-
 Adjustment
 1000 4771.40
 Revised
 4000- 4771.40

771.40 7.0% 54.00

WEEKLY BASE 440.00
 NEW PRODUCTION COMM 54.00
 TOTAL EARNINGS 494.00
 divided by 50.44 = 9.793814
 HOURS RATE (E)
 494.00 divided by 50.44 = 9.793814 * 1.5 = 14.690721
 OVERTIME RATE (F)

STRAIGHT TIME HOURS	40.00	@	9.793814	(E)	=	391.75
OVERTIME HOURS	10.44	@	14.690721	(F)	=	153.37
VAC/SIC HOURS		@	11.000000	(E)	=	
HOLIDAY HOURS		@	11.000000	(E)	=	
OTHER PAY TYPE HRS		@	11.000000	(E)	=	
GROSS PAY						545.12

LAWN SPECIALIST DOT JUAN VACA DATE 11/14/05
 MANAGER [Signature] DATE 11/14/05

CONFIDENTIAL
 TRU 09051

A9-16

CONFIDENTIAL
TRU 7920

TXUGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL
REV 4/12/04 PAY130
PAGE 2 OF 1

NAME MARIO R. RANGEL
WK END 4/10/04 PERIOD # 15
BRANCH Washington D.C. Nort
BRANCH # 2729

WEEKLY BASE
TOTAL EARNINGS

461.60	divided by	50.75	=	9.095566	HOURLY
461.60		(B) + (C) + (D)		RATE (E)	

461.60 divided by 50.75 = 9.095566 * 1.5 = 13.643349
(B)

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS (C)
HOLIDAY HOURS (D)
OTHER PAY TYPE HRS (O)
GROSS PAY

40.00	@	9.095566 (E)	=	363.82
10.75	@	13.643349 (F)	=	146.67
	@	11.540000 (B)	=	
	@	11.540000 (E)	=	
	@	11.540000 (E)	=	
			=	510.49

LAWN SPEC NON DOT
MANAGER
DATE 4/12/04
DATE 4/12/04

TruGreen*ChemLawn

COMPENSATION WORKSHEET: LAWN SPEC NON DOT

REV 4/12/04 PAY130
PAGE 1 OF 1

NAME JAIME RODRIGUEZ VAZQUEZ

WK END 4/10/04 PERIOD # 15
BRANCH Washington D.C. Mort
BRANCH # 2729

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		5	10.00					
TUE		6	10.00					
WED		7	10.50					
THU		8	9.75					
FRI		9	9.25					
SAT		10	6.50					
TOTAL			56.00					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancelis Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE
TOTAL EARNINGS461.60
461.60divided by 56.00 = 8.242857
(B) * (C) + (D)461.60 divided by 56.00 = 8.242857 * 1.5 = 12.364285
(B)

STRAIGHT TIME HOURS

OVERTIME HOURS

VAC/SIC HOURS (C)

HOLIDAY HOURS (D)

OTHER PAY TYPE HRS (O)

GROSS PAY

40.00	8.242857 (E)	=	329.71
16.00	12.364285 (F)	=	197.83
	11.540000 (E)	=	
	11.540000 (E)	=	
	11.540000 (E)	=	
		=	527.54

LAWN SPEC NON DOT

MANAGER

DATE 4/12/04

DATE 4/12/04

CONFIDENTIAL
TRU 7921

A9-18

CONFIDENTIAL
TRU 7922

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL
REV 4/05/04 PAY130
PAGE 1 OF 1
NAME JAIME RODRIGUEZ VAZQUEZ
WK END 4/03/04 PERIOD # 14
BRANCH Washington D.C. Nort
BRANCH # 2729

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	HOURS V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		29	8.00					
TUE		30	8.00					
WED		31	11.00					
THU		1	5.00					
FRI		2	9.50					
SAT		3	6.50					
TOTAL			48.00					

SPECIAL PAY CALCULATIONS

Full	Qual	Other	Comm	Comm	Gross
Goal	Amount	Partial	Expanded	Goal	Rate

WEEKLY BASE	461.60	divided by	48.00	=	9.616666
TOTAL EARNINGS	461.60				HOURLY
					RATE (E)
		461.60 divided by	48.00	=	9.616666
					OVERTIME
					RATE (F)
STRAIGHT TIME HOURS	40.00	@	9.616666	(E)	=
OVERTIME HOURS	8.00	@	14.424999	(F)	=
VAC/SIC HOURS		@	11.540000	(E)	=
HOLIDAY HOURS		@	11.540000	(E)	=
OTHER PAY TYPE HRS		@	11.540000	(E)	=
GROSS PAY					500.07

LAWN SPEC NON DOT
MANAGER
DATE 4/05/04
DATE 4/05/04

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL REV 4/05/04 PAY130
PAGE 1 OF 1

NAME MARIO R. RANGEL
WK END 4/03/04 PERIOD # 14
BRANCH Washington D.C. Nort
BRANCH # 2729

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	29	7.75						
TUE	30	7.75						
WED	31	8.50						
THU	1	4.00						
FRI	2	7.25						
SAT	3	6.25						
TOTAL			41.50					

SPECIAL PAY CALCULATIONS

Full	Full	Qual	Other	Comm	Comm	Gross	
Goal	Pgm	Amount	Partial	Expanded	Goal	Rate	Pay

WEEKLY BASE
TOTAL EARNINGS
461.60
461.60
divided by 41.50 = 11.122891
divided by (B) = 11.122891 * 1.5 = 16.684336
RATE (E)
OVERTIME
RATE (F)
STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY
40.00
1.50
11.122891 (E) = 444.92
16.684336 (F) = 25.03
11.540000 (E) =
11.540000 (E) =
11.540000 (E) =
469.95

LAWN SPEC NON DOT
MANAGER
DATE 4/05/04
DATE 4/05/04

CONFIDENTIAL
TRU 7923

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL

REV 5/05/03 PAY130
PAGE 1 OF 1

NAME MARIO R. RANGEL

WK END 5/03/03 PERIOD # 18

BRANCH Washington D.C. Nort
BRANCH # 2729

DAY	ACTUAL REVENUE/SALLES	PT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS NON-PAY	HOURS OTHER PAY
MON		28	9.05				
TUE		29	9.75				
WED		30	10.09				
THU		1	10.14				
FRI		2	10.52				
SAT		3	9.17				
TOTAL			58.72				

SPECIAL PAY CALCULATIONS

Full Pgm	Goal	Cancel	Amount	Partial	Expanded	Goal	Comm	Comm	Gross
							Rate	Rate	Pay

WEEKLY BASE
TOTAL EARNINGS

$\frac{461.60}{461.60}$ divided by $\frac{58.72}{(B) + (C) + (D)}$ = $\frac{7.861035}{\text{HOURLY RATE (E)}}$

461.60 divided by $\frac{58.72}{(B)}$ = $\frac{7.861035}{\text{OVERTIME RATE (F)}}$ * 1.5 =

STRAIGHT TIME HOURS
OVERTIME HOURS (C)
VAC/SIC HOURS (D)
HOLIDAY HOURS (O)
OTHER PAY TYPE HRS
GROSS PAY

$\frac{40.00}{18.72}$ * $\frac{7.861035}{11.791552}$ (E) = $\frac{314.44}{220.74}$
 $\frac{11.540000}{11.540000}$ (E) = $\frac{535.18}{535.18}$

LAWN SPEC NON DOT

MANAGER  DATE 5/05/03

DATE 5/05/03

CONFIDENTIAL
TRU 7888

A9-21

COMPENSATION WORKSHEET
(only enter blue data)NAME: CECILIO HERNANDEZ
WEEK EN April 15, 2006BRANCH: Morris
BRANCH / 4900DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OT	HOURS HOL
MON	\$0.00	11.00	0.00	0.00
TUE	\$0.00	10.50	0.00	0.00
WED	\$0.00	10.50	0.00	0.00
THU	\$0.00	10.00	0.00	0.00
FRI	\$0.00	10.50	0.00	0.00
SAT	\$0.00	8.00	0.00	0.00
TOTAL	\$0.00	60.50	0.00	0.00

CALCULATIONS

REVENUE INCENTIVE \$0.00 \$0.00 = \$0.00 0.00% X 7% = \$0.00
 (A) GOAL +/- GOAL / OVER GOAL X 8% = \$0.00
 X 9% = \$0.00

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$2,143.00 X 5% = \$150.01
 (F) PRO. BONUS-BENEFICIA \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS \$412.00
 SERVICE EARNINGS \$0.00 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$150.01 (G)+(H)
 TOTAL EARNINGS \$562.01
\$562.01 divide by 60.50 = \$9.29
 (B) HRLY RATE
\$9.29 X 1.5 = \$13.93
 OVERTIME RATE
 STRAIGHT TIME HOURS 40.00 @ \$9.29 = \$371.58
 OVERTIME HOURS 20.50 @ \$13.93 = \$285.65
 VAC/SICK/OTHER HOUR 0.00 @ \$10.30 = \$0.00
 HOLIDAY HOURS 0.00 @ \$10.30 = \$0.00

MONTHLY RETENTION BONUS

COMMERCIAL INCENTIVE

GROSS EARNINGS

SPECIALIST Cecilio Hernandez 4/17/06
DATEMANAGER [Signature] DATE

* Hourly rate can not fall below applicable Federal/State minimum wage.

Cancel Bonus Goals

% OVER MONTH TARGET
Target to 4.5% improvement8.0% to 9.9% improvement
10.0% to 14.9% improvement
15.0% and up improvementBONUS PERCENT
7% of monthly total earn
8% of monthly total earn
9% of monthly total earn
10% of monthly total earn

Month: January

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	MINUS REV. MONT BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
54	0.00%	0.00%	#DIV/0!	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 08786

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
REV 3/20/06 PAGE 1 OF 1
PAY130

NAME OSCAR G. VINCENT
WK END 3/18/06 PERIOD # 11
BRANCH [REDACTED] New Jersey-Morris
BRANCH # 4900

DAY	REVENUE	ACTUAL SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON			13	8.02					
TUE			14	8.74					
WED			15	8.52					
THU			16	8.40					
FRI			17	8.80					
SAT			18	6.32					
TOTAL				40.80					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE TOTAL EARNINGS $\frac{465.20}{465.20}$ divided by $\frac{40.80}{(B)+(C)+(D)}$ = $\frac{11.401960}{\text{HOURLY RATE (E)}}$

465.20 divided by $\frac{40.80}{(B)}$ = $\frac{11.401960}{\text{OVERTIME RATE (F)}}$ * 1.5 =

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
PRIOR PERIOD HOURS
GROSS PAY

(C)
(D)
(E)
(F)

40.00 @ 11.401960 (E) = 456.08
.80 @ 17.102940 (F) = 13.68
11.630000 (E) =
11.630000 (E) =
11.630000 (E) =
150.10
619.86

LAWN SPECIALIST DOT
MANAGER
DATE 3/20/06
DATE 3/20/06

CONFIDENTIAL
TRU 08798

ceen*Chemlawn
 ENSAILION WORKSHEET: LAWN SPECIALIST DOT
 AL*

REV 11/13/06 PAY130
 PAGE 1 OF 1

NICOLAS R. ANDRADE

BRANCH New Jersey-Monmouth

ND 11/11/06

PERIOD # 45

BRANCH # 4915

DAY	REVENUE/SALES	DT	WORKED	VAC/SICK	V/S	HOL	NON-PAY	OTHE
MON	6	9.42						
TUE	7	9.10						
WED	8	5.52						
THU	9	8.49						
FRI	10	8.40						
SAT	11	6.50						
TOTAL		47.43						
	(A)	(B)	(C)	(D)				

AL PAY CALCULATIONS

Full Qual Other Comm Comm Gross
 al Pgm Cancels Amount Partial Expanded Goal Basis Rate Pay

PRODUCTION COMM

JO-
 ustment
 8564.68
 ised
 00- 8564.68 1064.68 1064.68 5.0% 53.23

KLY BASE 518.00!
 ION APPROVAL 22.01!
 PRODUCTION COMM 53.23!
 AI EARNINGS 593.24! divided by 47.43 = 12.507695
 (B)+(C)+(D) HOURLY
 RATE (E)

593.24 divided by 47.43 = 12.507695 * 1.5 = 18.761542
 (B) OVERTIME
 RATE (F)

RAIGHT TIME HOURS 40.00 @ 12.507695 (E) = 500.31
 RIIME HOURS 7.43 @ 18.761542 (F) = 139.40
 /SIC HOURS (C) @ 12.950000 (E) =
 IDAY HOURS (D) @ 12.950000 (E) =
 IER PAY TYPE HRS (O) @ 12.950000 (E) =
 STOMER RETENTION BONUS
 OSS PAY 539.71

LAWN SPECIALIST DOT

DATE 11/13/06

MANAGER

DATE 11/13/06

CONFIDENTIAL
 TRU 08647

reen*ChenLawn
 INSATION WORKSHEET: LAWN SPECIALIST DOI
 AL*

REV 3/20/06 PAY130
 PAGE 1 OF 1

FIDEL C. BRISENO

BRANCH New Jersey-Monmouth

ND 3/18/06 PERIOD # 11

BRANCH # 4915

DAY	ACTUAL	HOURS	HOURS	HOURS	HOURS	HOURS
MON	13	8.52				
TUE	14	7.99				
WED	15	8.74				
THU	16	8.77				
FRI	17	8.19				
SAT	18	5.42				
TOTAL		48.63				

(A) (B) (C) (D)

IAL PAY CALCULATIONS

Full	Qual	Other	Comm	Comm	Gross
Full	Qual	Other	Comm	Comm	Gross

(LY BASE 518.00
 AL EARNINGS 518.00 divided by 48.63 = 10.651860
 (B)+(C)+(D) HOURLY
 RATE (E)

518.00 divided by 48.63 = 10.651860 * 1.5 = 15.977790
 (B) OVERTIME
 RATE (F)

WIGHT TIME HOURS	40.00	@	10.651860 (E)	=	426.07
TIME HOURS	8.63	@	15.977790 (F)	=	137.89
/SIC HOURS (C)		@	12.950000 (E)	=	
IDAY HOURS (D)		@	12.950000 (E)	=	
ER PAY IYPE HRS (O)		@	12.950000 (E)	=	
SS PAY					563.96

N SPECIALIST DOI

DATE 3/20/06

AGER

DATE 3/20/06

CONFIDENTIAL
 TRU 08651

Green*ChemLawn
 PENSION WORKSHEET: LAWN SPECIALIST DOT
 JAL*

REV 11/13/06 PAGE 1 OF 1
 FAL130

3 FIDEL C. BRISENO

BRANCH New Jersey-Monmouth

END 11/13/06 PERIOD # 45

BRANCH # 4915

DAY	ACTUAL	HOURS	HOURS	HOURS	HOURS	HO
REVENUE/SALES	DT	WORKED	VAC/SICK	V/S	HOL	NON-PAY
MON	6	7.05				
TUE	7	8.82				
WED	8	6.74				
THU	9	8.79				
FRI	10	8.49				
SAT	11	6.10				
TOTAL		45.99				
(A)	(B)	(C)	(D)			

CIAL PAY CALCULATIONS

11 Full	Qual	Other	Comm	Comm	Gross
al Pen	Amount	Goal	Basis	Rate	Pay
Cancels	Partial	Expanded			

PRODUCTION COMM

80-
 ustment
 5599.22
 ised
 80- 5599.22 319.22 319.22 5.0% 15.96

WEEKLY BASE	518.00			
SION APPROVAL	6.86			
PRODUCTION COMM	15.96			
TOTAL EARNINGS	540.82	divided by	45.99	= 11.759512
			(B)+(C)+(D)	HOURLY RATE (E)

540.82 divided by 45.99 = 11.759512 * 1.5 = 17.639268
 (B) OVERTIME RATE (F)

RAIGHT TIME HOURS	40.00	@	11.759512 (E)	=	470.38
ERIME HOURS	5.99	@	17.639268 (F)	=	105.56
C/SIC HOURS (C)		@	12.950000 (E)	=	
LIDAY HOURS (D)		@	12.950000 (E)	=	
HER PAY TYPE HRS (O)		@	12.950000 (E)	=	
SIOMER RETENTION BONUS					
SS PAY					575.04

WN SPECIALIST DOT DATE 11/13/06

VAGER *C. Lee* DATE 11/13/06

CONFIDENTIAL
 TRU 08657

Green*ChemLawn
 PENSION WORKSHEET: LAWN SPECIALIST DOT
 NAT*

REV 11/20/06 PAY130
 PAGE 1 OF 1

FE FIDEL C. BRISENO

BRANCH New Jersey-Monmouth

END 11/18/06 PERIOD # 46

BRANCH # 4915

	DAY	ACTUAL	HOURS	HOURS	HOURS	HOURS	HO
		REVENUE/SALES	WORKED	VAC/SICK	V/S	HOL	NON-PAY
WEEKLY HOURS	MON	13	7.59				
	TUE	14	7.72				
PRODUCTIVITY	WED	15	8.34				
CORD	THU	16	8.50				
	FRI	17	9.54				
	SAT	18	5.50				
	TOTAL		47.19				
		(A)	(B)	(C)	(D)		

SPECIAL PAY CALCULATIONS

Full Qual Other Comm Comm Gross
 2al Pom Cancels Amount Partial Expanded Goal Basis Rate Pay

W PRODUCTION COMM

021-

justment

8514.58

vised

021- 8514.58

EEKLY BASE 518.00
 TAL EARNINGS 518.00 divided by 47.19 = 10.975901
 (B)+(C)+(D) HOURLY RATE (E)

518.00 divided by 47.19 = 10.975901 * 1.5 = 16.465351
 (B) OVERTIME RATE (F)

RAIGHT TIME HOURS 40.00 @ 10.975901 (E) = 439.04
 EPTIME HOURS 7.19 @ 16.465351 (F) = 118.39
 C/SIC HOURS (C) @ 12.950000 (E) =
 LIDAY HOURS (D) @ 12.950000 (E) =
 HER PAY TYPE HRS (D) @ 12.950000 (E) =
 STOMER RETENTION BONUS
 OSS PAY 557.47

CONFIDENTIAL
 TRU 08659

WN SPECIALIST DOT DATE 11/20/06
 NAGER DATE 11/20/06

reen*ChemLawn
 ENSAION WORKSHEET: LAWN SPECIALIST DOT
 AI*

REV 4/17/06 PAY130
 PAGE 1 OF 1

REFUGIO FIGUEROA-IUNA

BRANCH New Jersey-Monmouth

ND 4/15/06 PERIOD # 15

BRANCH # 4915

DAY	REVENUE/SALES	ACTUAL	HOURS	HOURS	HOURS	HOURS	HOURS
MON	10	7.85					
TUE	11	8.12					
WED	12	9.92					
THU	13	9.90					
FRI	14	8.39					
SAT	15						
TOTAL		44.18					

(A) (B) (C) (D)

IAI PAY CALCULATIONS

Full	Qual	Other	Comm	Comm	Gross
Pgm	Amount	Goal	Basis	Rate	Pay
1	Partial	Expanded			

HOURLY BASE 518.00
 HOURLY EARNINGS 518.00 divided by 44.18 = 11.724762
 (B)+(C)+(D) HOURLY RATE (E)

518.00 divided by 44.18 = 11.724762 * 1.5 = 17.587143
 (E) OVERTIME RATE (F)

NIGHT TIME HOURS	40.00	@	11.724762 (E)	=	468.99
TIME HOURS	4.18	@	17.587143 (F)	=	73.51
VAC/SIC HOURS (C)		@	12.950000 (E)	=	
IDAY HOURS (D)		@	12.950000 (E)	=	
ER PAY TYPE HRS (O)		@	12.950000 (E)	=	
ROMER RETENTION BONUS					
SS PAY					542.50

LAWN SPECIALIST DOT

DATE 4/17/06

AGER

DATE 4/17/06

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 TRU 08671

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 PENSION WORKSHEET: LAWN SPECIALIST DOT
 NAL*

REV 3/20/06 PAY130
 PAGE 1 OF 1

E REFUGIO FIGUEROA-LUNA XXXXXXXXXX BRANCH New Jersey-Monmouth
 END 3/18/06 PERIOD # 11 BRANCH # 4915

	DAY	ACTUAL	HOURS	HOURS	HOURS	HOURS	HOURS	HOURS
		REVENUE/SALES	WORKED	VAC/SICK	V/S	HOL	NON-PAY	HO
LY HOURS	MON	113	7.74					
	TUE	114	8.00					
DUCTIVITY	WED	115	9.75					
ORD	THU	116	9.42					
	FRI	117	8.52					
	SAT	118	6.49					
	TOTAL		49.92					
		(A)	(B)	(C)	(D)			

SPECIAL PAY CALCULATIONS

all Full Qual Other Comm Comm Gross
 val Pen Cancels Amount Partial Expanded Goal Basis Rate Pay

WEEKLY BASE 518.00
 TOTAL EARNINGS 518.00 divided by 49.92 = 10.376602
 (B)+(C)+(D) HOURLY RATE (E)

518.00 divided by 49.92 = 10.376602 * 1.5 = 15.564903
 (B) OVERTIME RATE (F)

RAIGHT TIME HOURS	<u>40.00</u>	@	<u>10.376602</u> (E)	=	<u>415.06</u>
ERIME HOURS	<u>9.92</u>	@	<u>15.564903</u> (F)	=	<u>154.40</u>
C/SIC HOURS (C)		@	<u>12.950000</u> (E)	=	
11DAY HOURS (D)		@	<u>12.950000</u> (E)	=	
HER PAY TYPE HRS (O)		@	<u>12.950000</u> (E)	=	
SSS PAY					<u>569.46</u>

WM SPECIALIST DOT Refugio Figueroa DATE 3/20/06

WAGER [Signature] DATE 3/20/06

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 TRU 08677

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL
REV 3/27/06 PAY130
PAGE 1 OF 1

NAME SALVADOR JUAREZ
WK END 3/25/06 PERIOD # 12
BRANCH New Jersey-Bergen
BRANCH # 4905

DAY	ACTUAL REVENUE/SALBS	DT WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	20	8.50					
TUE	21	8.50					
WED	22	8.50					
THU	23	8.50					
FRI	24	8.50					
SAT	25	8.50					
TOTAL		48.50					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels Amount	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	-------------------	----------------	---------------------	---------------	---------------	--------------	--------------

WEEKLY BASE 500.00 divided by 48.50 = 10.309278
TOTAL EARNINGS 500.00 divided by 48.50 = 10.309278

500.00 divided by 48.50 = 10.309278 * 1.5 = 15.463917

STRAIGHT TIME HOURS 40.00 @ 10.309278 (B) = 412.37
OVERTIME HOURS 8.50 @ 15.463917 (F) = 131.44
VAC/SIC HOURS {C} 12.500000 (B) =
HOLIDAY HOURS {D} 12.500000 (B) =
OTHER PAY TYPE HRS {O} 12.500000 (B) =
CUSTOMER RETENTION BONUS
GROSS PAY 543.81

LAWN SPEC NON DOT Salvador Juarez DATE 3/27/06
MANAGER *[Signature]* 3/27/06 DATE 3/27/06

CONFIDENTIAL
TRU 7817

A9-32

TruGreen*CheLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 8/22/05 PAGE 1 OF 1

NAME ALEJANDRO A. SANCHEZ
WK END 8/20/05 PERIOD # 34
BRANCH New Jersey-Morris
BRANCH # 4900

DAY	REVENUE	SALES	ACTUAL	DT	WORKED	HOURS	VAC/SICK	V/S	HOURS	HOL	HOURS	NON-PAY	HOURS	OTHER PAY
MON	15	9.50												
TUE	16	9.50												
WED	17	10.00												
THU	18	10.00												
FRI	19	9.00												
SAT	20	7.00												
TOTAL														

SPECIAL PAY CALCULATIONS

Full	Full	Qual	Other	Comm	Gross
Goal	Pqm	Amount	Partial	Basis	Pay
		Cancels	Expanded	Rate	

WEEKLY BASE 465.00 divided by 55.00 = 8.454545
TOTAL EARNINGS 465.00 (B) + (C) + (D) RATE (E)

465.00 divided by 55.00 = 8.454545 * 1.5 = 12.681817
(B) RATE (F)

STRAIGHT TIME HOURS @ 40.00 = 338.18
OVERTIME HOURS @ 15.00 = 190.23
VAC/SIC HOURS (C) @ 8.454545 (E) =
HOLIDAY HOURS (D) @ 12.681817 (F) =
OTHER PAY TYPE HRS (O) @ 11.625000 (E) =
GROSS PAY @ 11.625000 (E) = 528.41

LAWN SPECIALIST DOT Alejandro A. Sanchez DATE 8/22/05
MANAGER [Signature] DATE 8/22/05

CONFIDENTIAL
TRU 08743

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 8/29/05 PAY130
PAGE 1 OF 1

NAME ALJANDRO A. SANCHEZ
WK END 8/27/05 PERIOD # 35
BRANCH New Jersey-Morris
BRANCH # 4900

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	22	9.57					
TUE	23	9.35					
WED	24	8.02					
THU	25	10.32					
FRI	26	8.55					
SAT	27						
TOTAL	(A)	45.81	(C)	(D)	(E)		

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	---------	----------------	---------------------	---------------	---------------	--------------	--------------

WEEKLY BASE
TOTAL EARNINGS

464.80 divided by 45.81 = 10.146256

464.80 divided by 45.81 = 10.146256

464.80 divided by 45.81 = 10.146256

464.80 divided by 45.81 = 10.146256

464.80 divided by 45.81 = 10.146256

464.80 divided by 45.81 = 10.146256

464.80 divided by 45.81 = 10.146256

464.80 divided by 45.81 = 10.146256

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
PRIOR PERIOD HOURS
GROSS PAY

LAWN SPECIALIST DOT
MANAGER

DATE 8/29/05
DATE 8/29/05

CONFIDENTIAL
TRU 08744

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 5/16/05 PAGE 1 OF 1

NAME JUAN A. GALLAGA-ACOSTA [REDACTED] BRANCH New Jersey-Morris

WK END 5/14/05 PERIOD # 20 BRANCH # 4900

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	9	9	9.34					
TUE	10	10	10.25					
WED	11	11	10.04					
THU	12	12	10.09					
FRI	13	13	10.00					
SAT	14	14	7.17					
TOTAL	(A)		(B)		(C)	(D)		(O)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	----------------	---------------------	---------------	---------------	--------------	--------------

WEEKLY BASE TOTAL EARNINGS 478.80 divided by 56.89 = 8.416241

478.80 divided by 56.89 = 8.416241 * 1.5 = 12.624361

STRAIGHT TIME HOURS	OVERTIME HOURS	VAC/SIC HOURS	HOLIDAY HOURS	OTHER PAY TYPE HRS	PRIOR PERIOD HOURS	GROSS PAY
40.00	@	8.416241 (E)				336.65
16.89	@	12.624361 (F)				213.23
	@	11.970000 (E)				
	@	11.970000 (E)				
	@	11.970000 (E)				
						247.98
						797.86

LAWN SPECIALIST DOT Juan A Gallaga DATE 5/16/05
MANAGER [Signature] DATE 5/16/05

CONFIDENTIAL
TRU 08748

A9-35

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 5/16/05 PAY130
PAGE 1 OF 1

NAME JOSE M. GAMINO
WK END 5/14/05 PERIOD # 20
BRANCH New Jersey-Morris
BRANCH # 4900

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	9	9.50					
TUE	10	10.17					
WED	11	11.25					
THU	12	10.32					
FRI	13	10.84					
SAT	14	8.25					
TOTAL	(A)	(B)	(C)	(D)	(E)	(F)	(G)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE
TOTAL EARNINGS

464.80	divided by	60.93	=	7.628426
464.80		(B)+(C)+(D)		HOURLY RATE (E)

464.80 divided by $\frac{60.93}{(B)}$ = 7.628426 * 1.5 = 11.442639
OVERTIME RATE (F)

STRAIGHT TIME HOURS	40.00	@	7.628426 (E)	=	305.14
OVERTIME HOURS	20.93	@	11.442639 (F)	=	239.49
VAC/SIC HOURS		@	11.620000 (E)	=	
HOLIDAY HOURS		@	11.620000 (E)	=	
OTHER PAY TYPE HRS		@	11.620000 (E)	=	
PRIOR PERIOD HOURS				=	126.70
GROSS PAY					671.33

LAWN SPECIALIST DOT
MANAGER

DATE 5/16/05
DATE 5/16/05

CONFIDENTIAL
TRU 08751

COMPENSATION WORKSHEET
(only enter blue data)

NAME: CECILIO HERNANDEZ

BRANCH: Morris

WEEK EN November 12, 2005

BRANCH # 4900

DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$0.00	9.50	0.00	0.00
TUE	\$0.00	8.50	0.00	0.00
WED	\$0.00	10.00	0.00	0.00
THU	\$0.00	9.25	0.00	0.00
FRI	\$0.00	9.75	0.00	0.00
SAT	\$0.00	6.75	0.00	0.00
TOTAL	\$0.00	53.75	0.00	0.00

(C) (D)

CALCULATIONS

REVENUE INCENTIVE \$0.00 - \$0.00 = \$0.00 0.00% X 7% = \$0.00
 (A) GOAL +/- GOAL / OVER GOAL X 6% = \$0.00
 X 9% = \$0.00

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) PRO. BONUS-BENEFICIA \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS
SERVICE EARNINGS
AUDITED SALES SIGN-UP BONUS
SALES PRODUCTION BONUS
TOTAL EARNINGS

\$412.00
\$0.00 (E)
\$0.00 (F)
\$0.00 (G)+(H)
\$412.00

divide by 53.75 = \$7.67
 (B) HRLY RATE

\$412.00 divide by 53.75 = \$7.67 X 1.5 = \$11.50
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$7.67 = \$306.80
 OVERTIME HOURS 13.75 @ \$11.50 = \$158.09
 VAC/SICK/OTHER HOUR 0.00 @ \$10.30 = \$0.00
 HOLIDAY HOURS 0.00 @ \$10.30 = \$0.00

MONTHLY RETENTION BONUS

\$0.00

COMMERCIAL INCENTIVE

\$0.00

GROSS EARNINGS

\$484.70

SPECIALIST

Cecilio Hernandez
[Signature]

DATE

MANAGER

DATE

* Hourly rate can not fall below applicable Federal/State minimum wage.

Cancel Bonus Goals

% OVER MONTH TARGET
Target to 4.9% Improvement

BONUS PERCENT
7% of monthly total earn

5.0% to 9.9% Improvement
10.0% to 14.9% Improvement
15.0% and up Improvement

8% of monthly total earn
9% of monthly total earn
10% of monthly total earn

Month: January

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	MINUS REV. MONT BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDENC REDUCTION %	ADJUSTED MONTH BONUS
54	0.00%	0.00%	#DIV/0!	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 08764

COMPENSATION WORKSHEET

(only enter blue data)

NAME: CECILIO HERNANDEZ

BRANCH: Morris

WEEK EN Nov. 19, 2005

BRANCH: 4900

DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OT	HOURS HOL
MON	\$0.00	10.25	0.00	0.00
TUE	\$0.00	10.00	0.00	0.00
WED	\$0.00	9.25	0.00	0.00
THU	\$0.00	9.50	0.00	0.00
FRI	\$0.00	10.25	0.00	0.00
SAT	\$0.00	6.00	0.00	0.00
TOTAL	\$0.00	55.25	0.00	0.00

(C) (D)

CALCULATIONS

REVENUE INCENTIVE \$0.00 \$0.00 = \$0.00 0.00% X 7% = \$0.00
 (A) GOAL +/- GOAL ? OVER GOAL X 8% = \$0.00
 X 9% = \$0.00

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) PRO. BONUS-BENEFICIA \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS \$412.00
 SERVICE EARNINGS \$0.00 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$412.00 divide by 55.25 = \$7.46
 (B) HRLY RATE

\$412.00 divide by 55.25 = \$7.46 X 1.5 = \$11.19
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$7.46 = \$298.28
 OVERTIME HOURS 15.25 @ \$11.19 = \$170.58
 VAC/SICK/OTHER HOUR 0.00 @ \$10.30 = \$0.00
 HOLIDAY HOURS 0.00 @ \$10.30 = \$0.00

MONTHLY RETENTION BONUS \$0.00COMMERICAL INCENTIVE \$0.00GROSS EARNINGS \$468.86SPECIALIST Cecilio Hernandez DATE _____

MANAGER _____ DATE _____

* Hourly rate can not fall below applicable Federal/State minimum wage.

Cancel Bonus Goals

% OVER MONTH TARGET BONUS PERCENT
 Target to 4.9% improvement 7% of monthly total earn
 5.0% to 9.9% improvement 8% of monthly total earn
 10.0% to 14.9% improvement 9% of monthly total earn
 15.0% and up improvement 10% of monthly total earn

Month: January

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	MINUS REV. MONT BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
54	0.00%	0.00%	#DIV/0!	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 08765

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL

REV 7/11/05 PAY130
PAGE 1 OF 1

NAME JUAN A. MOSQUEDA
WK END 7/09/05 PERIOD # 28
BRANCH New Jersey-Morris
BRANCH # 4900

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		4						
TUE		5	11.00					
WED		6	9.52					
THU		7	9.77					
FRI		8	7.89					
SAT		9	8.52					
TOTAL			46.70					

SPECIAL PAY CALCULATIONS

Full Goal	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	----------------	---------	----------	---------------	---------------	--------------	--------------

WEEKLY BASE
TOTAL EARNINGS

464.80
464.80

divided by

46.70

= 9.952890

HOURLY
RATE (E)

464.80 divided by 46.70 = 9.952890 * 1.5 = 14.929335

OVERTIME
RATE (F)

STRAIGHT TIME HOURS	40.00	@	9.952890 (E)	=	398.12
OVERTIME HOURS	6.70	@	14.929335 (F)	=	100.03
VAC/SIC HOURS		@	11.620000 (E)	=	
HOLIDAY HOURS		@	11.620000 (E)	=	
OTHER PAY TYPE HRS		@	11.620000 (E)	=	
GROSS PAY					498.15

LAWN SPECIALIST DOT Juan Antonio M.J. DATE 7/11/05
MANAGER MA DATE 7/11/05

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TRU 08770

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST.DOT
FINAL
REV. 9/26/05 PAGE 1 OF 1

NAME ALEJANDRO CHAPARRO SR
WK END 9/24/05 PERIOD # 39
BRANCH New Jersey-Bergen
BRANCH # 4905

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	19	8.74						
TUE	20	9.25						
WED	21	11.09						
THU	22	9.87						
FRI	23	6.92						
SAT	24	4.90						
TOTAL	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	----------------	---------------------	---------------	---------------	--------------	--------------

WEEKLY BASE 500.00 divided by 50.77 = 9.848335
TOTAL EARNINGS 500.00

500.00 divided by 50.77 = 9.848335 * 1.5 = 14.772502
(B) (C) (D) (E) (F)

STRAIGHT TIME HOURS 40.00 @ 9.848335 (E) = 393.93
OVERTIME HOURS 10.77 @ 14.772502 (F) = 159.10
VAC/SIC HOURS (C) 12.500000 (E) =
HOLIDAY HOURS (D) 12.500000 (E) =
OTHER PAY TYPE HRS (O) 12.500000 (E) =
PRIOR PERIOD HOURS
GROSS PAY 588.22

LAWN SPECIALIST DOT.  DATE 9/26/05
MANAGER DATE 9/26/05

CONFIDENTIAL
TRU 7792

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
REV 5/23/05 PAGE 1 OF 1
PAY130

NAME JUAN R. JASSO
WK END 5/21/05 PERIOD # 21
BRANCH [REDACTED] New Jersey-Bergen
BRANCH # 4905

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	16	9.67						
TUE	17	8.64						
WED	18	10.22						
THU	19	9.25						
FRI	20	9.10						
SAT	21	5.87						
TOTAL			52.75					

SPECIAL PAY CALCULATIONS

Full Goal	Cancels	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	---------	----------------	---------	----------	---------------	---------------	--------------	--------------

WEEKLY BASE 500.00 divided by 52.75 = 9.478672
TOTAL EARNINGS 500.00

500.00 divided by 52.75 = 9.478672 * 1.5 = 14.218008
(B) (E) (F)

STRAIGHT TIME HOURS @ 40.00 = 9.478672 (E) = 379.15
OVERTIME HOURS @ 12.75 = 14.218008 (F) = 181.28
VAC/SIC HOURS (C) @ 12.500000 (E) =
HOLIDAY HOURS (D) @ 12.500000 (E) =
OTHER PAY TYPE HRS (C) @ 12.500000 (E) =
PRIOR PERIOD HOURS
GROSS PAY 622.50

LAWN SPECIALIST DOT JUAN JASSO DATE 5/23/05
MANAGER [Signature] DATE 5/23/05

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL REV 9/26/05 PAGE 1 OF 1

NAME JUAN R. JASSO
WK END 9/24/05 PERIOD # 39
BRANCH New Jersey-Bergen
BRANCH # 4905

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	19	9.62						
TUE	20	8.90						
WED	21	8.77						
THU	22	10.32						
FRI	23	8.32						
SAT	24	5.79						
TOTAL		51.72	(B)	(C)	(D)	(O)		

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	----------------	---------------------	---------------	---------------	--------------	--------------

WEEKLY BASE 500.00 divided by 51.72 = 9.667440 * 1.5 = 14.501160
TOTAL EARNINGS 500.00 divided by 51.72 = 9.667440 * 1.5 = 14.501160

STRAIGHT TIME HOURS 40.00 @ 9.667440 (E) = 386.70
OVERTIME HOURS 11.72 @ 14.501160 (F) = 169.95
VAC/SIC HOURS 12.500000 (E) =
HOLIDAY HOURS 12.500000 (E) =
OTHER PAY TYPE HRS 12.500000 (E) =
PRIOR PERIOD HOURS 149.68
GROSS PAY 706.33

LAWN SPECIALIST DOT JUAN JASSO DATE 9/26/05
MANAGER DATE 9/26/05

CONFIDENTIAL
TRU 7796

A9-42

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL REV 5/23/05 PAGE 1 OF 1 PAY130

NAME LEONARDO Z. RAMIREZ
WK END 5/21/05 PERIOD # 21
BRANCH New Jersey-Bergen
BRANCH # 4905

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	16	9.00						
TUE	17	10.15						
WED	18	10.55						
THU	19	9.87						
FRI	20	9.79						
SAT	21	5.99						
TOTAL			55.39					

SPECIAL PAY CALCULATIONS

Full Goal	Full Fgm	Cancels	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	---------	----------------	---------------------	---------------	---------------	--------------	--------------

WEEKLY BASE 500.00 divided by 55.39 = 9.026900
TOTAL EARNINGS 500.00

500.00 divided by 55.39 = 9.026900 * 1.5 = 13.540350
(B) (E) (F)

STRAIGHT TIME HOURS 40.00 @ 9.026900 (E) = 361.08
OVERTIME HOURS 15.39 @ 13.540350 (F) = 208.39
VAC/SIC HOURS (C) 12.500000 (E) =
HOLIDAY HOURS (D) 12.500000 (E) =
OTHER PAY TYPE HRS (O) 12.500000 (E) =
PRIOR PERIOD HOURS
GROSS PAY 786.08

LAWN SPECIALIST DOT DATE 5/23/05
MANAGER DATE 5/23/05

CONFIDENTIAL
TRU 7806

COMPENSATION WORKSHEET

(only enter blue data)

NAME: Cecilio Rivas

BRANCH: morris

WEEK EN 11-Nov-04

BRANCH / 4900

DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS (VAC/SICK/OT)	HOURS HOL
MON		10.50		0.00
TUE		11.50		0.00
WED		10.50		0.00
THU		10.50		0.00
FRI		8.25		0.00
SAT		0.00		0.00
TOTAL	\$0.00	51.25	0.00	0.00
		(B)	(C)	(D)

CALCULATIONS

REVENUE INCENTIVE \$0.00 - \$0.00 = \$0.00 X 7% = \$0.00
 (A) GOAL +/- GOAL OVER GOAL X 8% = \$0.00
 X 9% = \$0.00

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) PRO. BONUS-BENEFICIA \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS \$400.00
 SERVICE EARNINGS \$0.00 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$400.00 divide by 51.25 = \$7.80
 (B) HRLY RATE

\$400.00 divide by 51.25 = \$7.80 X 1.5 = \$11.71
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$7.80 = \$312.00
 OVERTIME HOURS 11.25 @ \$11.71 = \$131.71
 VAC/SICK/OTHER Hrs 0.00 @ \$10.00 = \$0.00
 HOLIDAY HOURS 0.00 @ \$10.00 = \$0.00

MONTHLY RETENTION BONUS \$0.00

COMMERICAL INCENTIVE \$0.00

GROSS EARNINGS \$443.90

Cancel Bonus Goals

SPECIALIST DATE

% OVER MONTH TARGET
Target to 4.9% ImprovementBONUS PERCENT
7% of monthly total earn

MANAGER DATE

5.0% to 9.9% Improvement
10.0% to 14.9% Improvement
15.0% and up Improvement8% of monthly total earn
9% of monthly total earn
10% of monthly total ear

* Hourly rate can not fall below applicable Federal/State minimum wage

Month: January

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	MINUS REV. MONTH BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
0	0.00%	0.00%	#DIV/0!	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 08729

ADJUTANT GENERAL
 COMPENSATION WORKSHEET: COMB SPECIALIST
 UNIT*

45 ALEJANDRO A. SANCHEZ

BRANCH New Orleans-Moreau

END 11 15 04

PERIOD # 45

BRANCH # 4015

DAY	REVENUE/SALES/INT	HOURS WORKED	HOURS VAC/SICK/VOL	HOURS HOL	HOURS UNKN-PAT	HE
MON	181	12.37				
TUE	191	9.04				
WED	110	10.79				
THU	111	8.17				
FRI	112	8.54				
SAT	113	8.05				
TOTAL		54.86				

(A) (B) (C) (D)

NEXT BASE 458.00
 TOTAL EARNINGS 458.00 divided by 54.86 = 8.330805
 HOURLY RATE "E"
 458.00 divided by 54.86 = 8.330805 * 1.5 = 12.496207
 OVERTIME RATE "F"

REGULAR TIME HOURS	<u>54.86</u>	*	<u>8.330805</u>	"E"	=	<u>458.00</u>
OVERTIME HOURS	<u>12.49</u>	*	<u>12.496207</u>	"F"	=	<u>155.15</u>
UNPAID HOURS		*	<u>11.750000</u>	"E"	=	
HOLIDAY HOURS		*	<u>11.750000</u>	"E"	=	
HEW PAY TYPE HRS		*	<u>11.750000</u>	"E"	=	
PER PERIOD HOURS						<u>513.15</u>
GRAND TOTAL						<u>608.15</u>

MR SPECIALIST

Alejandro A. Sanchez

DATE 11/15/04

MAKER

W. M. H. H.

DATE 11/15/04

CONFIDENTIAL
 TRU 08579

Green*ChemLawn
 COMPENSATION WORKSHEET: COMI SPECIALIST
 FINAL*

REV 11/22/04
 PAGE 1 OF 1

ME ALEJANDRO A. SANCHEZ

BRANCH New Jersey-Monmouth

END 11/20/04 PERIOD # 47

BRANCH # 4915

DAY	ACTUAL	HOURS	HOURS	HOURS	HOURS	HO
REVENUE/SALES	DT	WORKED	VAC/SICK	V/S	HOL	NON-PAY
MON	115	8.90				
TUE	116	10.94				
WED	117	8.20				
THU	118	10.25				
FRI	119	11.15				
SAT	120	7.69				
TOTAL		57.13				

(A) (B) (C) (D)

WEEKLY BASE 468.00
 WEEKLY EARNINGS 468.00 divided by 57.13 = 8.191843
 (B)+(C)+(D) HOURLY RATE (E)

468.00 divided by 57.13 = 8.191843 * 1.5 = 12.287764
 (B) OVERTIME RATE (F)

REGULAR TIME HOURS	<u>40.00</u>	@	<u>8.191843</u> (E)	=	<u>327.67</u>
OVERTIME HOURS	<u>17.13</u>	@	<u>12.287764</u> (F)	=	<u>210.49</u>
C/SIC HOURS (C)		@	<u>11.700000</u> (E)	=	
HOLIDAY HOURS (D)		@	<u>11.700000</u> (E)	=	
OTHER PAY TYPE HRS (O)		@	<u>11.700000</u> (E)	=	
TOTAL PERIOD HOURS					<u>348.89</u>
GROSS PAY					<u>887.05</u>

ML SPECIALIST W. Agre Agre DATE 11/22/04

NAGER W. Agre Agre DATE 11/22/04

CONFIDENTIAL
 TRU 08583

ruGreen*Chemlawn
 COMPENSATION WORKSHEET: COMI SPECIALIST
 FINAL* /

REV 3/29/04 PAY130
 PAGE 1 OF 1

NAME ALEJANDRO A. SANCHEZ

BRANCH New Jersey-Monmouth

PERIOD # 13

BRANCH # 4915

DAY	REVENUE/SALES	DT	WORKED	VAC/SICK	V/S	HOL	NON-PAY	OT
MON	122	5.00						
TUE	123	8.00						
WED	124	10.25						
THU	125	9.00						
FRI	126	11.50						
SAT	127	5.75						
TOTAL		50.50						
	(A)	(B)	(C)	(D)				

WEEKLY BASE
 TOTAL EARNINGS

468.00
 468.00 divided by 50.50 = 9.267326
 (B)+(C)+(D) HOURLY RATE (E)

468.00 divided by 50.50 = 9.267326 * 1.5 = 13.900989
 (B) OVERTIME RATE (F)

STRAIGHT TIME HOURS	40.00	@	9.267326 (E)	=	370.69
OVERTIME HOURS	10.50	@	13.900989 (F)	=	145.96
VAC/SIC HOURS (C)		@	11.700000 (E)	=	
HOLIDAY HOURS (D)		@	11.700000 (E)	=	
OTHER PAY TYPE HRS (O)		@	11.700000 (E)	=	
PRIOR PERIOD HOURS					298.80
GROSS PAY					815.45

COMI SPECIALIST

Alejandro A. Sanchez

DATE 3/29/04

MANAGER

[Signature]

DATE 3/29/04

CONFIDENTIAL
 TRU 08591

ruGreen*ChemLawn
 COMPENSATION WORKSHEET: COM1 SPECIALIST
 FINAL*

REV 4/05/04 PAY130
 PAGE 1 OF 1

NAME ALEJANDRO A. SANCHEZ

BRANCH New Jersey-Monmouth

(END 4/03/04 PERIOD # 14

BRANCH # 4915

DAY	REVENUE/SALES	ACTUAL HOURS	WORKED	VAC/SICK/V/S	HOL	NON-PAY	OT
MON	129	15.75					
TUE	130	11.25					
WED	131	10.25					
THU	11	11.00					
FRI	2	10.50					
SAT	3	9.50					
TOTAL		68.25					

(A) (B) (C) (D)

WEEKLY BASE
 GROSS EARNINGS

458.00
 458.00

divided by $\frac{68.25}{(B)+(C)+(D)}$ = $\frac{6.857142}{\text{HOURLY RATE (E)}}$

458.00 divided by $\frac{68.25}{(B)}$ = $\frac{6.857142}{\text{OVERTIME RATE (F)}}$ * 1.5 = $\frac{10.285713}{\text{OVERTIME RATE (F)}}$

REGULAR TIME HOURS
 OVERTIME HOURS
 C/SIC HOURS
 HOLIDAY HOURS
 OTHER PAY TYPE HRS
 OVERTIME PERIOD HOURS
 GROSS PAY

40.00	@	6.857142 (E)	=	274.29
28.25	@	10.285713 (F)	=	290.57
	@	11.700000 (E)	=	
	@	11.700000 (E)	=	
	@	11.700000 (E)	=	
				537.06
				1.101.92

COM1 SPECIALIST

Alejandro A. Sanchez
 [Signature]

DATE 4/05/04

NAGER

DATE 4/05/04

CONFIDENTIAL
 TRU 08593

COMPENSATION WORKSHEET: NCM SPECIALIST
FINAL

PAGE 1 OF 1

NAME OSCAR G. VINCENTI

BRANCH New Jersey-Monmouth

PERIOD END 11/13/04

PERIOD # 45

BRANCH # 4916

DAY	REVENUE/SALES	ACTUAL HOURS WORKED	VAC/SICK/V/S	HOURS	HOURS	HOURS	HOURS	NON-PAY
MON	1	1	8.57	1	1	1	1	1
TUE	1	1	10.99	1	1	1	1	1
WED	1	1	10.02	1	1	1	1	1
THU	1	1	8.54	1	1	1	1	1
FRI	1	1	7.65	1	1	1	1	1
SAT	1	1	7.60	1	1	1	1	1
TOTAL	1	1	53.37	1	1	1	1	1

(A) (B) (C) (D)

WEEKLY BASE 450.00
 TOTAL EARNINGS 450.00 divided by 53.37 = 8.431703
 (B)+(C)+(D) HOURLY RATE (E)

450.00 divided by 53.37 = 8.431703 * 1.5 = 12.647554
 (B) OVERTIME RATE (F)

REGULAR TIME HOURS	40.00	@	8.431703 (E)	=	337.37
OVERTIME HOURS	13.37	@	12.647554 (F)	=	169.10
VAC/SIC HOURS (C)		@	11.250000 (E)	=	
HOLIDAY HOURS (D)		@	11.250000 (E)	=	
OTHER PAY TYPE HRS (D)		@	11.250000 (E)	=	
PRIOR PERIOD HOURS					53.63
ROSS PAY					550.00

NCM SPECIALIST

DATE 11/15/04

MANAGER

DATE 11/15/04

CONFIDENTIAL
TRU 08607

uGreen*ChemLawn

COMPENSATION WORKSHEET: COML SPECIALIST
FINAL*

PAGE 1 OF 1

NAME OSCAR G. VINCENTI

BRANCH New Jersey-Monmouth

END 11/20/04

PERIOD # 47

BRANCH # 4915

IIY HOURS
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CORD

DAY	ACTUAL	HOURS	HOURS	HOURS	HOURS	HC
REVENUE/SALES	DT	WORKED	VAC/SICK	V/S	HOL	NON-PAY
MON	15	8.35				
TUE	16	10.87				
WED	17	8.44				
THU	18	8.70				
FRI	19	9.65				
SAT	20	8.90				
TOTAL		55.91				
	(A)	(B)	(C)	(D)		

WEEKLY BASE
TOTAL EARNINGS

450.00
450.00 divided by 55.91 = 8.048649
(B) + (C) + (D) HOURLY RATE (E)

450.00 divided by 55.91 = 8.048649 * 1.5 = 12.072973
(B) OVERTIME RATE (F)

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS (C)
OLIDAY HOURS (D)
OTHER PAY TYPE HRS (O)
PRIOR PERIOD HOURS
GROSS PAY

40.00 @ 8.048649 (E) = 321.95
15.91 @ 12.072973 (F) = 192.08
@ 11.250000 (E) =
@ 11.250000 (E) =
@ 11.250000 (E) =
95.77
610.80

COML SPECIALIST

DATE 11/22/04

MANAGER

DATE 11/22/04

CONFIDENTIAL
TRU 08611

A9-51

Green*ChemLawn

PENSATION WORKSHEET: COM1 SPECIALIST
SAL*REV 3/29/04 PAY130
PAGE 1 OF 1

E JULIO G. VINCENTI

BRANCH New Jersey-Monmouth

END 3/27/04 PERIOD # 13

BRANCH # 4915

DAY	REVENUE/SALES	DI	WORKED	VAC/SICK	V/S	HOL	NON-PAY	OTHER
MON	122	6.75						
TUE	123	11.50						
WED	124	11.00						
THU	125	11.50						
FRI	126	9.75						
SAT	127							
TOTAL		50.50						

(A) (B) (C) (D)

KIY BASE
AL EARNINGS

450.00	divided by	50.50	=	8.910891
450.00		(B) + (C) + (D)		HOURLY RATE (E)

450.00	divided by	50.50	=	8.910891	* 1.5	=	13.366336
		(E)					OVERTIME RATE (F)

RIGHT TIME HOURS	40.00	@	8.910891 (E)	=	356.44
TIME HOURS	10.50	@	13.366336 (F)	=	140.35
/SIC HOURS (C)		@	11.250000 (E)	=	
IDAY HOURS (D)		@	11.250000 (E)	=	
ER PAY TYPE HRS (O)		@	11.250000 (E)	=	
SS PAY					496.79

L SPECIALIST

AGER

DATE 3/29/04

DATE 3/29/04

CONFIDENTIAL
TRU 08616

A9-52

uGreen*ChemLawn
 COMPENSATION WORKSHEET: COM1 SPECIALIST
 FINAL*

REV 4/05/04 PAY130
 PAGE 1 OF 1

NAME JULIO G. VINCENI

BRANCH New Jersey-Monmouth

END 4/03/04 PERIOD # 14

BRANCH # 4915

DAY	REVENUE/SALES	DI	WORKED	VAC/SICK	V/S	HOL	NON-PAY	OTH
MON	129	10.00						
TUE	130	11.50						
WED	131	11.50						
THU	11	10.75						
FRI	12	9.25						
SAT	13							
TOTAL		53.00						
	(A)	(B)	(C)	(D)				

WEEKLY BASE 450.00
 TOTAL EARNINGS 450.00 divided by 53.00 = 8.490566
 (B)+(C)+(D) HOURLY RATE (E)

450.00 divided by 53.00 = 8.490566 * 1.5 = 12.735849
 (E) OVERTIME RATE (F)

STRAIGHT TIME HOURS	40.00	@	8.490566 (E)	=	339.62
OVERTIME HOURS	13.00	@	12.735849 (F)	=	165.57
VAC/SIC HOURS (C)		@	11.250000 (E)	=	
HOLIDAY HOURS (D)		@	11.250000 (E)	=	
OTHER PAY TYPE HRS (O)		@	11.250000 (E)	=	
GROSS PAY					505.19

COM1 SPECIALIST

DATE 4/05/04

MANAGER

DATE 4/05/04

CONFIDENTIAL
 TRU 08621

Green*Chemiawn
 PENSION WORKSHEET: COMI SPECIALIST
 FINAL*

REV 11/22/04 PAY130
 PAGE 1 OF 1

12 JULIO G. VINCENI

BRANCH New Jersey-Monmouth

END 11/20/04 PERIOD # 47

BRANCH # 4915

DAY	ACTUAL	HOURS	HOURS	HOURS	HOURS	HO
MON	TUE	WED	THU	FRI	SAT	TOTAL
15	16	17	18	19	20	50.81
8.32	8.42	8.94	8.69	7.52	8.92	50.81
(A)	(B)	(C)	(D)			

WEEKLY BASE
 TOTAL EARNINGS

450.00	divided by	50.81	=	8.855524
450.00		(B)+(C)+(D)		HOURLY RATE (E)

450.00 divided by 50.81 = 8.855524 * 1.5 = 13.284786
 OVERTIME RATE (F)

REGULAR TIME HOURS	40.00	@	8.855524 (E)	=	354.26
OT TIME HOURS	10.81	@	13.284786 (F)	=	143.61
VAC/SIC HOURS (C)		@	11.250000 (E)	=	
WEDAY HOURS (D)		@	11.250000 (E)	=	
OTHER PAY TYPE HRS (O)		@	11.250000 (E)	=	
TOTAL PERIOD HOURS					234.93
LESS PAY					732.80

ML SPECIALIST

DATE 11/22/04

MANAGER

DATE 11/22/04

CONFIDENTIAL
 TRU 08629

ruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
REV 11/08/04
PAGE 1 OF 1
PAY130

NAME ALEJANDRO CHAPARRO SR.
BRANCH New Jersey-Bergen

Wk END 11/06/04 PERIOD # 45
BRANCH # 4905

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	1	8.50						
TUE	2	7.84						
WED	3	7.65						
THU	4	8.32						
FRI	5	7.99						
SAT	6	5.45						
TOTAL			45.75					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE 440.00 divided by 45.75 = 9.617486
TOTAL EARNINGS 440.00

440.00 divided by 45.75 = 9.617486 * 1.5 = 14.426229
(B)

STRAIGHT TIME HOURS 40.00 @ 9.617486 (E) = 384.70
OVERTIME HOURS 5.75 @ 14.426229 (F) = 82.95
VAC/SIC HOURS (C) 11.000000 (E) =
HOLIDAY HOURS (D) 11.000000 (E) =
OTHER PAY TYPE HRS (O) 11.000000 (E) =
PRIOR PERIOD HOURS
GROSS PAY 552.65

LAWN SPECIALIST DOT 1 DATE 11/08/04
MANAGER DATE 11/08/04

CONFIDENTIAL
TRU 7773

A9-55

COMPENSATION WORKSHEET
(only enter blue data)NAME: Juan Jasso
WEEK ENDING: 15-May-04BRANCH: Bergen
BRANCH # 4895DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$0.00	11.00	0.00	0.00
TUE	\$0.00	11.25	0.00	0.00
WED	\$0.00	9.75	0.00	0.00
THU	\$0.00	10.75	0.00	0.00
FRI	\$0.00	10.75	0.00	0.00
SAT	\$4,533.49	6.75	0.00	0.00
TOTAL	\$4,533.49	60.25	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$4,533.49 \$3,625.00 = \$908.49 25.06% X 7% = \$72.68
 (A) GOAL +/- GOAL % OVER GOAL X 8% =
 X 9% =

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$21.00 X 5% = \$1.05
 (F) (G)
 PRO BONUS BENEFICIAL \$0.00 X 10% = \$0.00
 (H)

WKLY BASE EARNINGS \$465.00
 SERVICE EARNINGS \$72.68 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$1.05 (G)+(H)
 TOTAL EARNINGS \$538.73 divide by 60.25 = \$8.94
 (B) HRLY RATE
\$538.73 divide by 60.25 = \$8.94 X 1.5 = \$13.41
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$8.94 = \$357.66
 OVERTIME HOURS 20.25 @ \$13.41 = \$271.60
 VAC/SICK/OTHER HOURS 0.00 @ \$11.63 = \$0.00
 HOLIDAY HOURS 0.00 @ \$11.63 = \$0.00

MONTHLY RETENTION BONUS \$0.00
 COMMERCIAL INCENTIVE \$0.00
 GROSS EARNINGS \$629.26

Cancel Bonus Goals

SPECIALIST Juan Jasso DATE
 MANAGER [Signature] DATE

% OVER MONTH TARGET BONUS PERCENT
 Target to 4.9% improvement 7% of monthly total earnin
 5.0% to 9.9% improvement 8% of monthly total earnin
 10.0% to 14.9% improvement 9% of monthly total earnin
 15.0% and up improvement 10% of monthly total earnin

Hourly rate can not fall below applicable Federal/State minimum wage

Month: January

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	1/1/2004 GROSS PAY	MINUS PREV MONTH BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
13	5.37%	1.55%	-246.45%	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 775

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL
NAME JUAN R. JASSO
WK END 11/06/04 PERIOD # 45
REV 11/08/04
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PAY130
BRANCH New Jersey-Bergen
BRANCH # 4905

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	1	7.69						
TUE	2	8.60						
WED	3	8.15						
THU	4	7.95						
FRI	5	8.45						
SAT	6	6.12						
TOTAL			46.96					

SPECIAL PAY CALCULATIONS

Full Goal	Cancels	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	---------	----------------	---------------------	---------------	---------------	--------------	--------------

WEEKLY BASE 440.00
TOTAL EARNINGS 440.00
440.00 divided by 46.96 = 9.369676 * 1.5 = 14.054514
divided by (B) (B) + (C) + (D) 46.96 = 9.369676
RATE (E) 9.369676
OVERTIME RATE (F) 14.054514
STRAIGHT TIME HOURS 40.00 @ 9.369676 (E) = 374.79
OVERTIME HOURS 6.96 @ 14.054514 (F) = 97.82
VAC/SIC HOURS (C) 11.000000 (E) =
HOLIDAY HOURS (D) 11.000000 (E) =
OTHER PAY TYPE HRS (O) 11.000000 (E) =
GROSS PAY 472.61

LAWN SPECIALIST DOT JUAN JASSO DATE 11/08/04
MANAGER DATE 11/08/04

CONFIDENTIAL
TRU 7777

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
FINAL REV 11/08/04 PAGE 1 OF 1

NAME SERGIO M. JASSO
WK END 11/06/04 PERIOD # 45
BRANCH New Jersey-Bergen
BRANCH # 4905

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	1	7.65						
TUE	2	7.90						
WED	3	7.80						
THU	4	8.20						
FRI	5	8.30						
SAT	6	5.82						
TOTAL	(A)		(B)	(C)		(D)		(O)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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NEW PRODUCTION COMM

3500-
Adjustment
Revised 2631.57
3500- 2631.57

WEEKLY BASE 448.80
TOTAL EARNINGS 448.80
divided by 45.67 = 9.827019 HOURLY RATE (E)

448.80 divided by 45.67 = 9.827019 * 1.5 = 14.740528 OVERTIME RATE (F)

STRAIGHT TIME HOURS	@	9.827019 (E)	=	393.08
OVERTIME HOURS	@	14.740528 (F)	=	83.58
VAC/SIC HOURS (C)	@	11.220000 (E)	=	
HOLIDAY HOURS (D)	@	11.220000 (E)	=	
OTHER PAY TYPE HRS (O)	@	11.220000 (E)	=	
PRIOR PERIOD HOURS				100.94
GROSS PAY				577.60

LAWN SPECIALIST DOT Sergio Jasso DATE 11/08/04
MANAGER DATE 11/08/04

CONFIDENTIAL
TRU 7782

A9-58

NAME: DAVID SERNA
WEEK EN 19-Apr-03

BRANCH: MORRIS
BRANCH# 4900

DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS C/SICK/O	HOURS HOL
MON	\$859.90	10.25	0.00	0.00
TUE	\$1,021.74	10.75	0.00	0.00
WED	\$905.24	11.00	0.00	0.00
THU	\$1,280.73	9.00	0.00	0.00
FRI	\$750.89	10.00	0.00	0.00
SAT	\$1,280.07	7.75	0.00	0.00
TOTAL	\$6,098.57	58.75	0.00	0.00
		(B)	(C)	(D)

CALCULATIONS

REVENUE INCENTIV \$6,098.57 - \$5,875.00 = \$223.57 3.81% X 7% =
(A) GOAL +/- GOAL : OVER GOA X 8% = \$15.65
X 9% =

20/20 PLAN - GPA MARCH - APRIL

\$0.00

TOTAL PRODUCTION COMMISSION

\$15.65
(E)

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$25.00 X 5% = \$1.25
(F) (G)
PRO. BONUS- BENEFICIA \$0.00 X 10% = \$0.00
(H)

WKLY BASE EARNINGS \$478.95
SERVICE EARNINGS \$15.65 (E)
AUDITED SALES SIGN-UP BON \$0.00 (F)
SALES PRODUCTION BONUS \$1.25 (G)+(H)
TOTAL EARNINGS \$495.85 divide by 58.75 = \$8.44
(B) HRLY RATE

\$495.85 divide by 58.75 = \$8.44 X 1.5 = \$12.66
(B) OVERTIME RATE

STRAIGHT TIME HOURS	<u>40.00</u>	@	<u>\$8.44</u>	=	<u>\$337.60</u>
OVERTIME HOURS	<u>18.75</u>	@	<u>\$12.66</u>	=	<u>\$237.37</u>
VAC/SICK/OTHER H	<u>0.00</u>	@	<u>\$0.39</u>	=	<u>\$0.00</u>
HOLIDAY HOURS	<u>0.00</u>	@	<u>\$0.39</u>	=	<u>\$0.00</u>

GROSS EARNINGS \$574.97

SPECIALIST

MANAGER

DATE

DATE

* Hourly rate can not fall below applicable Federal/State minimum wage

CONFIDENTIAL
TRU 08697

TruGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
 FINAL

REV 9/02/03 PAY130
 PAGE 1 OF 1

NAME CARLOS DAVID MEDELES-SERNA

BRANCH New Jersey-Morris

WK END 8/30/03 PERIOD # 35

BRANCH # 4900

DAILY HOURS AND PRODUCTIVITY RECORD	DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
	MON		25	9.52					
	TUE		26	10.34					
	WED		27	10.15					
	THU		28	9.60					
	FRI		29	9.45					
	SAT		30	7.09					
	TOTAL			56.15					
		(A)		(B)	(C)		(D)		(E)

SPECIAL PAY CALCULATIONS

Full	Full		Qual		Other	Comm	Comm	Gross	
Goal	Pgm	Cancel	Amount	Partial	Expanded	Goal	Basis	Rate	Pay

WEEKLY BASE 478.80
 TOTAL EARNINGS 478.80 divided by 56.15 = 8.527159
 (B) + (C) + (D) HOURLY RATE (E)

478.80 divided by 56.15 = 8.527159 * 1.5 = 12.790738
 (B) OVERTIME RATE (F)

STRAIGHT TIME HOURS	40.00	@	8.527159 (E)	=	341.09
OVERTIME HOURS	16.15	@	12.790738 (F)	=	206.57
VAC/SIC HOURS (C)		@	11.970000 (E)	=	
HOLIDAY HOURS (D)		@	11.970000 (E)	=	
OTHER PAY TYPE HRS (O)		@	11.970000 (E)	=	
PRIOR PERIOD HOURS					249.45
GROSS PAY					797.11

LAWN SPECIALIST DOT

DATE 9/02/03

MANAGER

DATE 9/02/03

CONFIDENTIAL
 TRU 08700

CONFIDENTIAL
TRU 08709

4uGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL

REV 4/21/03 PAY130
PAGE 1 OF 1

NAME CECILIO H. HERNANDEZ BRANCH New Jersey-Morris

WK END 4/19/03 PERIOD # 16 BRANCH # 4900

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	14	14	9.00					
TUE	15	15	10.50					
WED	16	16	11.00					
THU	17	17	10.75					
FRI	18	18	11.80					
SAT	19	19	9.00					
TOTAL	(A)		(B)	(C)		(D)		(O)

SPECIAL PAY CALCULATIONS

Full	Qual	Other	Comm	Comm	Gross
Goal	Amount	Partial	Expanded	Goal	Pay
Cancels					

WEEKLY BASE 400.00
TOTAL EARNINGS 400.00 divided by 61.25 = 6.530612
HOURLY RATE (E)

400.00 divided by 61.25 = 6.530612 * 1.5 = 9.795918
OVERTIME RATE (F)

STRAIGHT TIME HOURS	40.00	@	6.530612	(E)	=	261.22
OVERTIME HOURS	21.25	@	9.795918	(F)	=	208.16
VAC/SIC HOURS (C)		@	10.000000	(E)	=	
HOLIDAY HOURS (D)		@	10.000000	(E)	=	
OTHER PAY TYPE HRS (O)		@	10.000000	(E)	=	
GROSS PAY						469.38

LAWN SPEC NON DOT *Cecilio Hernandez* DATE 4/21/03
MANAGER *[Signature]* DATE 4/21/03

TruGr-en*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL
REV 4/28/03 PAY130
PAGE 1 OF 1

NAME CECILIO H. HERNANDEZ
WK END 4/26/03 PERIOD # 17
BRANCH New Jersey-Morris
BRANCH # 4900

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	21	8.60						
TUE	22	8.29						
WED	23	8.07						
THU	24	8.94						
FRI	25	8.60						
SAT	26	7.99						
TOTAL			50.49					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	---------	----------------	---------	----------	---------------	---------------	--------------	--------------

WEEKLY BASE
PRODUCTION CONTEST
TOTAL EARNINGS

400.00
27.35
427.35

divided by 50.49 = 8.464052

HOURLY
RATE (E)

427.35 divided by 50.49 = 8.464052 * 1.5 = 12.696078

OVERTIME
RATE (F)

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS (C)
HOLIDAY HOURS (D)
OTHER PAY TYPE HRS (O)
GROSS PAY

40.00	@	8.464052	(E)	=	338.56
10.49	@	12.696078	(F)	=	133.18
	@	10.000000	(E)	=	
	@	10.000000	(E)	=	
	@	10.000000	(E)	=	
	@	10.000000	(E)	=	471.74

MANAGER *Cecilio Hernandez Pivas* DATE 4/28/03
DATE 4/28/03

CONFIDENTIAL
TRU 08710

Green*ChenLawn

PENSION WORKSHEET: COMI SPECIALIST
NAL*

REV 11/17/03

PAY130

PAGE 1 OF 1

E ALEJANDRO A. SANCHEZ

~~115-05-5555~~ BRANCH New Jersey-Monmouth

END 11/15/03 PERIOD # 46

BRANCH # 4615

DAY	ACTUAL	HOURS	HOURS	HOURS	HOURS	HO
REVENUE/SALES/DT	WORKED/VAC/SICK/V/E	HOL	NON-PAY	OT/RE		
MON	110	8.10				
TUE	111	9.74				
WED	112	8.37				
THU	113	8.89				
FRI	114	8.47				
SAT	115	6.22				
TOTAL		49.79				
	(A)	(B)	(C)	(D)		

GRIY BASE
IAL EARNINGS

468.00
468.00

divided by $\frac{49.79}{(B)+(C)+(D)}$ = $\frac{9.399477}{\text{HOURLY RATE (E)}}$

468.00 divided by $\frac{49.79}{(E)}$ = $\frac{9.399477}{\text{OVERTIME RATE (F)}}$ * 1.5 = $\frac{14.099215}{\text{OVERTIME RATE (F)}}$

RAIGHT TIME HOURS	40.00	@	9.399477 (E)	=	375.98
ERTIME HOURS	9.79	@	14.099215 (F)	=	138.03
5/SIC HOURS (C)		@	11.700000 (E)	=	
IDAY HOURS (D)		@	11.700000 (E)	=	
HER PAY TYPE HRS (Q)		@	11.700000 (E)	=	
IOR PERIOD HOURS					300.70
OSSE PAY					814.71

MI SPECIALIST

DATE 11/17/03

NAGER

DATE 11/17/03

CONFIDENTIAL
TRU 08563

WGreen*ChemLawn

COMPENSATION WORKSHEET: COMI SPECIALIST
FINAL*REV 11/10/03
PAGE 1 OF 1

ME ALEJANDRO A. SANCHEZ

BRANCH New Jersey-Monmouth

END 11/08/03 PERIOD # 45

BRANCH # 4915

DAY	REVENUE/SALES	DI	HOURS WORKED	VAC/SICK	V/S	HOL	NON-PAY	OT	HE
MON		3	10.49						
TUE		4	9.57						
WED		5	9.72						
THU		6	9.27						
FRI		7	7.92						
SAT		8	4.34						
TOTAL			51.31						
	(A)		(B)	(C)		(D)			

WEEKLY BASE
GROSS EARNINGS

468.00
468.00 divided by 51.31 = 9.121029
(B) (E)+(C)+(D) HOURLY RATE (E)

468.00 divided by 51.31 = 9.121029 * 1.5 = 13.681543
(B) OVERTIME RATE (F)

REGULAR TIME HOURS	40.00	@	9.121029 (E)	=	364.84
OVERTIME HOURS	11.31	@	13.681543 (F)	=	154.74
VAC/SIC HOURS (C)		@	11.700000 (E)	=	
HOLIDAY HOURS (D)		@	11.700000 (E)	=	
OTHER PAY TYPE HRS (O)		@	11.700000 (E)	=	
PRIOR PERIOD HOURS					318.84
GROSS PAY					838.42

COMI SPECIALIST

Alejandro A. Sanchez

DATE 11/10/03

MANAGER

[Signature]

DATE 11/10/03

CONFIDENTIAL
TRU 08567

FINAL

NAME ALEJANDRO A. SANCHEZ

BRANCH New Jersey-Monmouth

WK END 4/19/03

PERIOD # 16

BRANCH # 4915

DAY	REVENUE/SALES	ACTUAL HOURS WORKED	HOURS VAC/SICK	HOURS V/S	HOURS HOL	HOURS NON-P
MON	14	6.17				
TUE	15	10.42				
WED	16	10.50				
THU	17	10.50				
FRI	18	9.50				
SAT	19	6.92				
TOTAL		54.01				

(A) (B) (C) (D)

WEEKLY BASE

468.00

TOTAL EARNINGS

468.00

divided by

54.01

= 8.665

(B)+(C)+(D)

HOURLY
RATE (E)

468.00 divided by

54.01

(B)

= 8.665062

12.997

OVERTIME
RATE (F)

STRAIGHT TIME HOURS

40.00

@

8.665062 (E)

=

346

OVERTIME HOURS

14.01

@

12.997593 (F)

=

182

VAC/SIC HOURS (C)

@

11.700000 (E)

=

HOLIDAY HOURS (D)

@

11.700000 (E)

=

OTHER PAY TYPE HRS (O)

@

11.700000 (E)

=

PRIOR PERIOD HOURS

358

GROSS PAY

687

COML SPECIALIST Alejandro A. Sanchez

DATE 4/21/03

MANAGER

DATE 4/21/03

CONFIDENTIAL
TRU 08575

CONFIDENTIAL
TRU 7750

A9-66

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPEC NON DOT
FINAL

REV 4/21/03 PAY130
PAGE 1 OF 1

NAME ALEJANDRO CHAPARRO
[REDACTED] BRANCH New Jersey-Bergen

WK END 4/19/03 PERIOD # 16
BRANCH # 4905

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	14	8.00					
TUE	15	9.00					
WED	16	10.00					
THU	17	9.00					
FRI	18	10.50					
SAT	19	8.00					
TOTAL	(A)	(B)	(C)	(D)	(E)	(F)	(G)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
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WEEKLY BASE
TOTAL EARNINGS

440.00	divided by	54.50	=	8.073394
440.00		(B)		HOURLY RATE (E)

440.00 divided by 54.50 = 8.073394 * 1.5 = 12.110091
(B)

STRAIGHT TIME HOURS	40.00	@	8.073394	(E)	=	322.94
OVERTIME HOURS	14.50	@	12.110091	(F)	=	175.60
VAC/SIC HOURS		@	11.000000	(E)	=	
HOLIDAY HOURS		@	11.000000	(E)	=	
OTHER PAY TYPE HRS		@	11.000000	(E)	=	
PRIOR PERIOD HOURS						148.64
GROSS PAY						647.18

LAWN SPEC NON DOT
MANAGER

DATE	4/21/03
DATE	4/21/03

PAGE 1 OF 1

CONFIDENTIAL - INFORMATIONAL - NOT FOR PUBLICATION

FINAL

NAME SERGIO M. JASSO BRANCH ~~XXXXXXXXXX~~ New Jersey-Bergen

WK END 4/19/03 PERIOD # 16 BRANCH # 4905

DAY	REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		14	8.00					
TUE		15	9.00					
WED		16	10.00					
THU		17	10.75					
FRI		18	11.50					
SAT		19	8.50					
TOTAL			57.75					

(A) (B) (C) (D) (E)

SPECIAL PAY CALCULATIONS

Full Pgm	Qual	Amount	Partial	Expanded	Goal	Other	Comm Basis	Comm Rate	Gross Pay
Cancels									

WEEKLY BASE 440.00 divided by 57.75 = 7.619047 HOURLY RATE (E)

TOTAL EARNINGS 440.00

440.00 divided by 57.75 = 7.619047 * 1.5 = 11.428570 OVERTIME RATE (F)

STRAIGHT TIME HOURS	40.00	@	7.619047	(E)	=	304.76
OVERTIME HOURS	17.75	@	11.428570	(F)	=	202.86
VAC/SIC HOURS (C)		@	11.000000	(E)	=	
HOLIDAY HOURS (D)		@	11.000000	(E)	=	
OTHER PAY TYPE HRS (O)		@	11.000000	(E)	=	
PRIOR PERIOD HOURS					=	147.21
GROSS PAY					=	654.83

LAWN SPEC NON DOT Sergio Jasso DATE 4/21/03

MANAGER 1412 DATE 4/21/03

CONFIDENTIAL
TRU 7756

A9-67

TruGreen*ChemLawn
 COMPENSATION WORKSHEET: LAWN SPEC NON DOT
 FINAL
 REV 4/21/03 PAGE 1 OF 1
 PAY130

NAME LEOBARDO Z. RAMIREZ
 WK END 4/19/03 PERIOD # 16
 BRANCH # 4905
 BRANCH New Jersey-Bergen

DAY	REVENUE/SALES	DT	HOURS WORKED	VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	14	8.00						
TUE	15	9.00						
WED	16	10.00						
THU	17	10.50						
FRI	18	9.75						
SAT	19	8.25						
TOTAL	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
-----------	----------	---------	-------------	------------------	------------	------------	-----------	-----------

WEEKLY BASE
 TOTAL EARNINGS
 480.00
 480.00
 divided by 55.50 = 8.648648 * 1.5 = 12.972972
 (B) OVERTIME RATE (F)

STRAIGHT TIME HOURS
 OVERTIME HOURS
 VAC/SIC HOURS
 HOLIDAY HOURS
 OTHER PAY TYPE HRS
 PRIOR PERIOD HOURS
 GROSS PAY
 40.00 @ 8.648648 (E) = 345.95
 15.50 @ 12.972972 (F) = 201.08
 (C)
 (D)
 (O)

LAWN SPEC NON DOT
 MANAGER
 DATE 4/21/03
 DATE 4/21/03

CONFIDENTIAL
 TRU 7763

CONFIDENTIAL
TRU 08879

TruGreen*ChemLawn
COMPENSATION WORKSHEET
FINAL

LAWN SPECIALIST DOT

REV 11/20/06
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PAY130

NAME - HUGO M. RODRIGUEZ

WK END 11/18/06 PERIOD # 46

BRANCH Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE / SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL.	HOURS NON-PAY	HOURS OTHER PAY
MON		13	8.20					
TUE		14						
WED		9.64						
THU			8.45					
FRI		16	7.97					
SAT		17	7.52					
TOTAL		18						
(A)			41.78					
			(B)					
			(C)					
						(D)		(E)

SPECIAL PAY CALCULATIONS

	(a)	(b)	(c)
Full Goal	Full Pgm	Canceled Amount	Qual Partial Expanded Other Goal Comm Basis Comm Rate Gross Pay
NEW PRODUCTION		COMM	
Adjustment			
Revised	4170.57		
5000 - 4170.57			

	WEEKLY BASE	TOTAL EARNINGS
1960-1961	\$1,200.00	\$1,200.00
1961-1962	\$1,200.00	\$1,200.00
1962-1963	\$1,200.00	\$1,200.00
1963-1964	\$1,200.00	\$1,200.00
1964-1965	\$1,200.00	\$1,200.00
1965-1966	\$1,200.00	\$1,200.00
1966-1967	\$1,200.00	\$1,200.00
1967-1968	\$1,200.00	\$1,200.00
1968-1969	\$1,200.00	\$1,200.00
1969-1970	\$1,200.00	\$1,200.00
1970-1971	\$1,200.00	\$1,200.00
1971-1972	\$1,200.00	\$1,200.00
1972-1973	\$1,200.00	\$1,200.00
1973-1974	\$1,200.00	\$1,200.00
1974-1975	\$1,200.00	\$1,200.00
1975-1976	\$1,200.00	\$1,200.00
1976-1977	\$1,200.00	\$1,200.00
1977-1978	\$1,200.00	\$1,200.00
1978-1979	\$1,200.00	\$1,200.00
1979-1980	\$1,200.00	\$1,200.00
1980-1981	\$1,200.00	\$1,200.00
1981-1982	\$1,200.00	\$1,200.00
1982-1983	\$1,200.00	\$1,200.00
1983-1984	\$1,200.00	\$1,200.00
1984-1985	\$1,200.00	\$1,200.00
1985-1986	\$1,200.00	\$1,200.00
1986-1987	\$1,200.00	\$1,200.00
1987-1988	\$1,200.00	\$1,200.00
1988-1989	\$1,200.00	\$1,200.00
1989-1990	\$1,200.00	\$1,200.00
1990-1991	\$1,200.00	\$1,200.00
1991-1992	\$1,200.00	\$1,200.00
1992-1993	\$1,200.00	\$1,200.00
1993-1994	\$1,200.00	\$1,200.00
1994-1995	\$1,200.00	\$1,200.00
1995-1996	\$1,200.00	\$1,200.00
1996-1997	\$1,200.00	\$1,200.00
1997-1998	\$1,200.00	\$1,200.00
1998-1999	\$1,200.00	\$1,200.00
1999-2000	\$1,200.00	\$1,200.00
2000-2001	\$1,200.00	\$1,200.00
2001-2002	\$1,200.00	\$1,200.00
2002-2003	\$1,200.00	\$1,200.00
2003-2004	\$1,200.00	\$1,200.00
2004-2005	\$1,200.00	\$1,200.00
2005-2006	\$1,200.00	\$1,200.00
2006-2007	\$1,200.00	\$1,200.00
2007-2008	\$1,200.00	\$1,200.00
2008-2009	\$1,200.00	\$1,200.00
2009-2010	\$1,200.00	\$1,200.00
2010-2011	\$1,200.00	\$1,200.00
2011-2012	\$1,200.00	\$1,200.00
2012-2013	\$1,200.00	\$1,200.00
2013-2014	\$1,200.00	\$1,200.00
2014-2015	\$1,200.00	\$1,200.00
2015-2016	\$1,200.00	\$1,200.00
2016-2017	\$1,200.00	\$1,200.00
2017-2018	\$1,200.00	\$1,200.00
2018-2019	\$1,200.00	\$1,200.00
2019-2020	\$1,200.00	\$1,200.00
2020-2021	\$1,200.00	\$1,200.00
2021-2022	\$1,200.00	\$1,200.00
2022-2023	\$1,200.00	\$1,200.00
2023-2024	\$1,200.00	\$1,200.00
2024-2025	\$1,200.00	\$1,200.00
2025-2026	\$1,200.00	\$1,200.00
2026-2027	\$1,200.00	\$1,200.00
2027-2028	\$1,200.00	\$1,200.00
2028-2029	\$1,200.00	\$1,200.00
2029-2030	\$1,200.00	\$1,200.00
2030-2031	\$1,200.00	\$1,200.00
2031-2032	\$1,200.00	\$1,200.00
2032-2033	\$1,200.00	\$1,200.00
2033-2034	\$1,200.00	\$1,200.00
2034-2035	\$1,200.00	\$1,200.00
2035-2036	\$1,200.00	\$1,200.00
2036-2037	\$1,200.00	\$1,200.00
2037-2038	\$1,200.00	\$1,200.00
2038-2039	\$1,200.00	\$1,200.00
2039-2040	\$1,200.00	\$1,200.00
2040-2041	\$1,200.00	\$1,200.00
2041-2042	\$1,200.00	\$1,200.00
2042-2043	\$1,200.00	\$1,200.00
2043-2044	\$1,200.00	\$1,200.00
2044-2045	\$1,200.00	\$1,200.00
2045-2046	\$1,200.00	\$1,200.00
2046-2047	\$1,200.00	\$1,200.00
2047-2048	\$1,200.00	\$1,200.00

$$\frac{400.00}{400.00} \text{ divided by } \frac{41.78}{(B)+(C)+(D)} = \frac{9.573958}{100}$$

	(C)	(D)	(O)
NIGHT TIME HOURS			
VERTIME HOURS			
C/SIC HOURS			
LIDAY HOURS			
HER PAY TYPE HRS			
USTOMER RETENTION BONUS			
ROSS PAY			

AWN SPECIALIST DOT
MANAGER
Net Available back to Mexico
DATE 11/20/06
DATE 11/20/06

TruGreen*ChemLawn
COMPENSATION WORKSHEET:

LAWN SPECIALIST DOT

REV 3/13/06 PAGE 1 OF 1
PAY130

NAME JUAN M. VARGAS

WK END 3/11/06 PERIOD # 10

BRANCH [REDACTED] Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		6	9.50					
TUE		7	9.50					
WED		8	10.50					
THU		9	11.50					
FRI		10	8.50					
SAT		11	5.50					
TOTAL								

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE
PRODUCTION CONTEST
TOTAL EARNINGS360.00
68.00
428.00428.00 divided by 55.00 = 7.781818 * 1.5 = 11.672727
divided by (B) * (C) + (D) = 7.781818
RATE (E)STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY

40.00	7.781818 (E)	=	311.27
15.00	11.672727 (F)	=	175.09
	9.000000 (E)	=	
	9.000000 (E)	=	
	9.000000 (E)	=	
		=	486.36

LAWN SPECIALIST DOT

MANAGER

DATE 3/13/06

DATE 3/13/06

CONFIDENTIAL
TRU 08894

A9-71

TruGreen*ChenLawn
 COMPENSATION WORKSHEET: COM1 SPECIALIST
 FINAL REV 3/13/06 PAGE 1 OF 1 PAY130

NAME JUAN B. VACA VALDES
 WK END 3/11/06 PERIOD # 10
 BRANCH [REDACTED] BRANCH # 4895
 Wilmington

DAY	ACTUAL REVENUE/SALLES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		6	8.50					
TUE		7	7.75					
WED		8	9.00					
THU		9	8.75					
FRI		10	9.00					
SAT		11	7.00					
TOTAL			50.00					

WEEKLY BASE 495.20
 TOTAL EARNINGS 495.20

495.20 divided by 50.00 = 9.904000 * 1.5 = 14.856000
 divided by 50.00 = 9.904000
 divided by 50.00 = 9.904000

STRAIGHT TIME HOURS
 OVERTIME HOURS
 VAC/SIC HOURS
 HOLIDAY HOURS
 OTHER PAY TYPE HRS
 PRIOR PERIOD HOURS
 GROSS PAY

COM1 SPECIALIST JUAN VACA DATE 3/13/06
 MANAGER [Signature] DATE 3/13/06

CONFIDENTIAL
 TRU 09022

TruGreen*ChemLawn
COMPENSATION WORKSHEET: LAMR SPECIALIST DOT
FINAL REV 3/13/05 PAGE 1 OF 1 PAY130

NAME TOMAS G. RODRIGUEZ
WK END 3/11/06 PERIOD # 10
BRANCH [REDACTED] BRANCH # 4895

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	6	8.50					
TUE	7	7.75					
WED	8	9.00					
THU	9	8.75					
FRI	10	9.00					
SAT	11	7.00					
TOTAL	(A)	(B)	(C)	(D)	(E)		

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Cancels	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	---------	----------------	---------------------	---------------	---------------	--------------	--------------

WEEKLY BASE
TOTAL EARNINGS $\frac{480.00}{480.00}$ divided by $\frac{50.00}{(B) + (C) + (D)}$ = $\frac{9.600000}{\text{HOURLY RATE (E)}}$

480.00 divided by $\frac{50.00}{(B)}$ = $\frac{9.600000}{* 1.5}$ = $\frac{14.400000}{\text{OVERTIME RATE (F)}}$

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
PRIOR PERIOD HOURS
GROSS PAY

(C)	40.00	@	9.600000	(E)	=	384.00
(D)	10.00	@	14.400000	(F)	=	144.00
(O)		@	12.000000	(H)	=	
		@	12.000000	(I)	=	
		@	12.000000	(J)	=	
		@	12.000000	(K)	=	
		@	12.000000	(L)	=	
		@	12.000000	(M)	=	
		@	12.000000	(N)	=	
		@	12.000000	(O)	=	
		@	12.000000	(P)	=	
		@	12.000000	(Q)	=	
		@	12.000000	(R)	=	
		@	12.000000	(S)	=	
		@	12.000000	(T)	=	
		@	12.000000	(U)	=	
		@	12.000000	(V)	=	
		@	12.000000	(W)	=	
		@	12.000000	(X)	=	
		@	12.000000	(Y)	=	
		@	12.000000	(Z)	=	
		@	12.000000	(AA)	=	
		@	12.000000	(AB)	=	
		@	12.000000	(AC)	=	
		@	12.000000	(AD)	=	
		@	12.000000	(AE)	=	
		@	12.000000	(AF)	=	
		@	12.000000	(AG)	=	
		@	12.000000	(AH)	=	
		@	12.000000	(AI)	=	
		@	12.000000	(AJ)	=	
		@	12.000000	(AK)	=	
		@	12.000000	(AL)	=	
		@	12.000000	(AM)	=	
		@	12.000000	(AN)	=	
		@	12.000000	(AO)	=	
		@	12.000000	(AP)	=	
		@	12.000000	(AQ)	=	
		@	12.000000	(AR)	=	
		@	12.000000	(AS)	=	
		@	12.000000	(AT)	=	
		@	12.000000	(AU)	=	
		@	12.000000	(AV)	=	
		@	12.000000	(AW)	=	
		@	12.000000	(AX)	=	
		@	12.000000	(AY)	=	
		@	12.000000	(AZ)	=	
		@	12.000000	(BA)	=	
		@	12.000000	(BB)	=	
		@	12.000000	(BC)	=	
		@	12.000000	(BD)	=	
		@	12.000000	(BE)	=	
		@	12.000000	(BF)	=	
		@	12.000000	(BG)	=	
		@	12.000000	(BH)	=	
		@	12.000000	(BI)	=	
		@	12.000000	(BJ)	=	
		@	12.000000	(BK)	=	
		@	12.000000	(BL)	=	
		@	12.000000	(BM)	=	
		@	12.000000	(BN)	=	
		@	12.000000	(BO)	=	
		@	12.000000	(BP)	=	
		@	12.000000	(BQ)	=	
		@	12.000000	(BR)	=	
		@	12.000000	(BS)	=	
		@	12.000000	(BT)	=	
		@	12.000000	(BU)	=	
		@	12.000000	(BV)	=	
		@	12.000000	(BW)	=	
		@	12.000000	(BX)	=	
		@	12.000000	(BY)	=	
		@	12.000000	(BZ)	=	
		@	12.000000	(CA)	=	
		@	12.000000	(CB)	=	
		@	12.000000	(CC)	=	
		@	12.000000	(CD)	=	
		@	12.000000	(CE)	=	
		@	12.000000	(CF)	=	
		@	12.000000	(CG)	=	
		@	12.000000	(CH)	=	
		@	12.000000	(CI)	=	
		@	12.000000	(CJ)	=	
		@	12.000000	(CK)	=	
		@	12.000000	(CL)	=	
		@	12.000000	(CM)	=	
		@	12.000000	(CN)	=	
		@	12.000000	(CO)	=	
		@	12.000000	(CP)	=	
		@	12.000000	(CQ)	=	
		@	12.000000	(CR)	=	
		@	12.000000	(CS)	=	
		@	12.000000	(CT)	=	
		@	12.000000	(CU)	=	
		@	12.000000	(CV)	=	
		@	12.000000	(CW)	=	
		@	12.000000	(CX)	=	
		@	12.000000	(CY)	=	
		@	12.000000	(CZ)	=	
		@	12.000000	(DA)	=	
		@	12.000000	(DB)	=	
		@	12.000000	(DC)	=	
		@	12.000000	(DD)	=	
		@	12.000000	(DE)	=	
		@	12.000000	(DF)	=	
		@	12.000000	(DG)	=	
		@	12.000000	(DH)	=	
		@	12.000000	(DI)	=	
		@	12.000000	(DJ)	=	
		@	12.000000	(DK)	=	
		@	12.000000	(DL)	=	
		@	12.000000	(DM)	=	
		@	12.000000	(DN)	=	
		@	12.000000	(DO)	=	
		@	12.000000	(DP)	=	
		@	12.000000	(DQ)	=	
		@	12.000000	(DR)	=	
		@	12.000000	(DS)	=	
		@	12.000000	(DT)	=	
		@	12.000000	(DU)	=	
		@	12.000000	(DV)	=	
		@	12.000000	(DW)	=	
		@	12.000000	(DX)	=	
		@	12.000000	(DY)	=	
		@	12.000000	(DZ)	=	
		@	12.000000	(EA)	=	
		@	12.000000	(EB)	=	
		@	12.000000	(EC)	=	
		@	12.000000	(ED)	=	
		@	12.000000	(EE)	=	
		@	12.000000	(EF)	=	
		@	12.000000	(EG)	=	
		@	12.000000	(EH)	=	
		@	12.000000	(EI)	=	
		@	12.000000	(EJ)	=	
		@	12.000000	(EK)	=	
		@	12.000000	(EL)	=	
		@	12.000000	(EM)	=	
		@	12.000000	(EN)	=	
		@	12.000000	(EO)	=	
		@	12.000000	(EP)	=	
		@	12.000000	(EQ)	=	
		@	12.000000	(ER)	=	
		@	12.000000	(ES)	=	
		@	12.000000	(ET)	=	
		@	12.000000	(EU)	=	
		@	12.000000	(EV)	=	
		@	12.000000	(EW)	=	
		@	12.000000	(EX)	=	
		@	12.000000	(EY)	=	
		@	12.000000	(EZ)	=	
		@	12.000000	(FA)	=	
		@	12.000000	(FB)	=	
		@	12.000000	(FC)	=	
		@	12.000000	(FD)	=	
		@	12.000000	(FE)	=	
		@	12.000000	(FF)	=	
		@	12.000000	(FG)	=	
		@	12.000000	(FH)	=	
		@	12.000000	(FI)	=	
		@	12.000000	(FJ)	=	
		@	12.000000	(FK)	=	
		@	12.000000	(FL)	=	
		@	12.000000	(FM)	=	
		@	12.000000	(FN)	=	
		@	12.000000	(FO)	=	
		@	12.000000	(FP)	=	
		@	12.000000	(FQ)	=	
		@	12.000000	(FR)	=	
		@	12.000000	(FS)	=	
		@	12.000000	(FT)	=	
		@	12.000000	(FU)	=	
		@	12.000000	(FV)	=	
		@	12.000000	(FW)	=	
		@	12.000000	(FX)	=	
		@	12.000000	(FY)	=	
		@	12.000000	(FZ)	=	
		@	12.000000	(GA)	=	
		@	12.000000	(GB)	=	
		@	12.000000	(GC)	=	
		@	12.000000	(GD)	=	
		@	12.000000	(GE)	=	
		@	12.000000	(GF)	=	
		@	12.000000	(GG)	=	
		@	12.000000	(GH)	=	
		@	12.000000	(GI)	=	
		@	12.000000	(GJ)	=	
		@	12.000000	(GK)	=	
		@	12.000000	(GL)	=	
		@	12.000000	(GM)	=	
		@	12.000000	(GN)	=	
		@	12.000000	(GO)	=	
		@	12.000000	(GP)	=	
		@	12.000000	(GQ)	=	
		@	12.000000	(GR)	=	
		@	12.000000	(GS)	=	
		@	12.000000	(GT)	=	
		@	12.000000	(GU)	=	
		@	12.000000	(GV)	=	
		@	12.000000	(GW)	=	
		@	12.000000	(GX)	=	
		@	12.000000	(GY)	=	
		@	12.000000	(GZ)	=	
		@	12.000000	(HA)	=	
		@	12.000000	(HB)	=	
		@	12.000000	(HC)	=	
		@	12.000000	(HD)	=	
		@	12.000000	(HE)	=	
		@	12.000000	(HF)	=	
		@	12.000000	(HG)	=	
		@	12.000000	(HH)	=	
		@	12.000000	(HI)	=	
		@	12.000000	(HJ)	=	
		@	12.000000	(HK)	=	
		@	12.000000	(HL)	=	
		@	12.000000	(HM)	=	
		@	12.000000	(HN)	=	
		@	12.000000	(HO)	=	
		@	12.000000	(HP)	=	
		@	12.000000	(HQ)	=	
		@	12.000000	(HR)	=	
		@	12.000000	(HS)	=	
		@	12.000000	(HT)	=	
		@	12.000000	(HU)	=	
		@	12.000000	(HV)	=	
		@	12.000000	(HW)	=	
		@	12.000000	(HX)	=	
		@	12.000000	(HY)	=	
		@	12.000000	(HZ)	=	
		@	12.000000	(IA)	=	
		@	12.000000	(IB)	=	
		@	12.000000	(IC)	=	

COMPENSATION WORKSHEET
(only enter blue 528)NAME Thomas Rodriguez
WEEK ENDING: 11-Nov-06BRANCH: WilmingtonBRANCH # 4695DAILY HOURS
AND
PRODUCTIVITY
RECORD

DAY	ACT REV	HOURS	HOURS VAC/SICK/OTH	HOURS HOL
MON	\$0.00	7.75	0.00	0.00
TUE	\$0.00	7.50	0.00	0.00
WED	\$0.00	7.00	0.00	0.00
THU	\$0.00	8.00	0.00	0.00
FRI	\$0.00	8.00	0.00	0.00
SAT	\$0.00	9.25	0.00	0.00
TOTAL	0.00	47.50	0.00	0.00

(B) (C) (D)

CALCULATIONS

REVENUE INCENTIVE \$0.00 \$2,500.00 = \$0.00 0.00% X 5% = \$0.00
 (A) GOAL +/- GOAL % OVER GOAL X 6% = \$0.00
 X 7% = \$0.00

SALES INCENTIVE \$0.00 X 15% = \$0.00 PRODUCTION BONUS \$0.00 X 5% = \$0.00
 (F) PRO BONUS-BENEFICIAL \$0.00 X 10% = \$0.00
 (M)

Productivity Percent

Productivity Percent (see page 104 of 104)

#DIV/0!

WKLY BASE EARNINGS \$480.00
 SERVICE EARNINGS \$0.00 (E)
 AUDITED SALES SIGN-UP BONUS \$0.00 (F)
 SALES PRODUCTION BONUS \$0.00 (G)+(H)
 TOTAL EARNINGS \$480.00 divide by 47.50 = \$10.11
 (B) HRLY RATE

\$480.00 divide by 47.50 = \$10.11 X 1.5 = \$15.16
 (B) OVERTIME RATE

STRAIGHT TIME HOURS 40.00 @ \$10.11 = \$404.21
 OVERTIME HOURS 7.50 @ \$15.16 = \$113.68
 VAC/SICK/OTHER HOURS 0.00 @ \$12.00 = \$0.00
 HOLIDAY HOURS 0.00 @ \$12.00 = \$0.00

NIGHTLY BONUS PAY

COMMERICAL INCENTIVE

GROSS EARNINGS

Cancel Bonus Goals

SPECIALIST

DATE

% OVER MONTH TARGET

Target to 4.9% improvement

BONUS PERCENT

7% of monthly total earnings

MANAGER

DATE

5.0% to 9.9% improvement

8% of monthly total earnings

10.0% to 14.9% improvement

9% of monthly total earnings

15.0% and up improvement

10% of monthly total earnings

* Hourly rate can not fall below applicable Federal/State minimum wage

Month: Sept.

MONTH ROUTE CXL BONUS

ROUTE NUMBER	MONTH ACTUAL	MONTH BUDGET	IMPROVEMENT %	BONUS %	28-Aug-04 GROSS PAY	4-Sep-04 GROSS PAY	11-Sep-04 GROSS PAY	18-Sep-04 GROSS PAY	25-Sep-04 GROSS PAY	MINUS PREV MONTH BONUS PAY	TOTAL GROSS PAY	GROSS MONTH BONUS	ATTENDANCE REDUCTION %	ADJUSTED MONTH BONUS
	0.00%	0.00%	#DIV/0!	0%	0	0	0	0	0	0	\$0.00	\$0.00	0%	\$0.00

CONFIDENTIAL
TRU 09028

CONFIDENTIAL
TRU 08840

TruGreen*ChemLawn
COMPENSATION WORKSHEET: *FINAL*
NAME ALBERTO T. MONCADA
WK END 6/25/05 PERIOD # 26
REV 6/27/05 PAGE 1 OF 1
PAY130
LAWN SPECIALIST DOT
BRANCH Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		20						
TUE		21	9.50					
WED		22	9.00					
THU		23	9.00					
FRI		24	10.00					
SAT		25	7.00					
TOTAL			44.50					

SPECIAL PAY CALCULATIONS

Full Goal	Qual Amount	Partial	Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE
PRODUCTION CONTEST
TOTAL EARNINGS

400.00
18.02
418.02

418.02 divided by 44.50 = 9.393707 * 1.5 = 14.090560

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY

40.00	@	9.393707	(E)	=	
4.50	@	14.090560	(F)	=	375.75
	@	10.000000	(E)	=	63.41
	@	10.000000	(E)	=	
	@	10.000000	(E)	=	
					439.16

LAWN SPECIALIST DOT
MANAGER *[Signature]*

DATE 6/27/05
DATE 6/27/05

TruGreen*ChemLawn
COMPENSATION WORKSHEET:

LAWN SPECIALIST DOT

REV 6/27/05
PAGE 1 OF 1

NAME HUGO L. RODRIGUEZ

WK END 6/25/05 PERIOD # 26

BRANCH Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT WORKED	HOURS VAC/SICK V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	20	10.50				
TUE	21	9.50				
WED	22	10.00				
THU	23	10.50				
FRI	24	10.50				
SAT	25	7.00				
TOTAL	(A)	(B)	(C)	(D)		(E)

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay
--------------	-------------	----------------	---------------------	---------------	---------------	--------------	--------------

WEEKLY BASE
TOTAL EARNINGS

400.00
400.00

400.00 divided by 47.50 = 8.421052 divided by (B) + (C) + (D) = 8.421052 HOURLY RATE (E)

STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY

40.00 @ 8.421052 (E) = 336.84
7.50 @ 12.631578 (F) = 94.74
@ 10.000000 (E) =
@ 10.000000 (E) =
@ 10.000000 (E) =
431.58

LAWN SPECIALIST DOT

MANAGER

Hugo L. Rodriguez
DATE 6/27/05

CONFIDENTIAL
TRU 08845

A9-77

TruGreen*ChenLawn
 COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
 FINAL REV 11/14/05 PAGE 1 OF 1 PAY130

NAME HUGO L. RODRIGUEZ
 WK END 11/12/05 PERIOD # 46
 BRANCH [REDACTED] Southern New Jersey
 BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON		8	10.27					
TUE		9	10.84					
WED		10	10.47					
THU		11	10.32					
FRI		12	10.39					
SAT		12	7.05					
TOTAL			59.34					

SPECIAL PAY CALCULATIONS

Full Goal	Full Pgm	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE
 PRODUCTION CONTEST
 TOTAL EARNINGS

400.00							
159.82							
559.82							

divided by 59.34 = 9.434108

559.82 divided by 59.34 = 9.434108 * 1.5 = 14.151162

STRAIGHT TIME HOURS
 OVERTIME HOURS
 VAC/SIC HOURS
 HOLIDAY HOURS
 OTHER PAY TYPE HRS
 GROSS PAY

40.00	@	9.434108	(E)	=	377.36
19.34	@	14.151162	(F)	=	273.68
	@	10.000000	(E)	=	
	@	10.000000	(E)	=	
	@	10.000000	(E)	=	
	@	10.000000	(E)	=	651.04

LAWN SPECIALIST DOT
 MANAGER [Signature]
 DATE 11/14/05
 DATE 11/14/05

CONFIDENTIAL
 TRU 08848

A9-78

truGreen*ChemLawn
COMPENSATION WORKSHEET: LAWN SPECIALIST DOT
:FINAL*
REV 6/27/05 PAGE 1 OF 1
PAY130

JAME HILARIO M. ROSALES
WK END 6/25/05 PERIOD # 26
BRANCH Southern New Jersey
BRANCH # 2808

DAY	ACTUAL REVENUE/SALES	DT	HOURS WORKED	HOURS VAC/SICK	V/S	HOURS HOL	HOURS NON-PAY	HOURS OTHER PAY
MON	20							
TUE	21							
WED	22							
THU	23							
FRI	24							
SAT	25							
TOTAL			51.75					

SPECIAL PAY CALCULATIONS

Full Goal	Qual Amount	Partial Expanded	Other Goal	Comm Basis	Comm Rate	Gross Pay

WEEKLY BASE
PRODUCTION CONTEST
TOTAL EARNINGS
400.00
1.96
401.96
divided by 51.75 = 7.767342
HOURLY RATE (E)
401.96 divided by 51.75 = 7.767342 * 1.5 = 11.651013
OVERTIME RATE (F)
STRAIGHT TIME HOURS
OVERTIME HOURS
VAC/SIC HOURS
HOLIDAY HOURS
OTHER PAY TYPE HRS
GROSS PAY
40.00 @ 7.767342 (E) = 310.69
11.75 @ 11.651013 (F) = 136.90
11.75 @ 10.000000 (E) =
11.75 @ 10.000000 (E) =
11.75 @ 10.000000 (E) =
447.59

LAWN SPECIALIST DOT
MANAGER
DATE 6/27/05
DATE 6/27/05

CONFIDENTIAL
TRU 08851